## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **USDA** (and below)

For 2nd Quarter 2021 for period ending March 31, 2021

	Comparative Data											
Complaint Activity	Pr	evious	ıta	2021Thru03-31								
	2016	2017	2018	2019	2020	202111111005-51						
Number of Complaints Filed	530	561	522	436	394	183						
Number of Complainants	507	531	497	414	381	178						
Repeat Filers	19	24	21	18	11	4						

Complaints by Dasis			Com	parativ	ve Data	1
Complaints by Basis	Pre	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru03- 31
Race	222	243	216	195	170	80
Color	63	75	85	93	59	26
Religion	35	35	28	35	18	8
Reprisal	270	312	315	256	224	81
Sex	206	216	229	171	168	58
PDA	0	2	2	2	3	3

		1		1		
National Origin	47	67	68	58	46	25
Equal Pay Act	1	8	13	7	6	5
Age	182	208	155	157	144	50
Disability	157	185	195	170	140	52
Genetics	1	1	0	3	3	0
Non-EEO	39	55	40	37	38	14
		-	Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru03- 31
Appointment/Hire	27	40	24	17	31	13
Assignment of Duties	92	87	83	72	58	20
Awards	9	18	14	8	7	4
Conversion to Full Time/Perm Status	0	3	1	0	0	0
Disciplinary Action						
Demotion	4	4	3	1	4	0
Reprimand	28	45	43	39	0	7
Suspension	26	36	37	33	0	9
Removal	6	17	21	32	29	4
Other	7	4	3	3	6	3
Duty Hours	20	18	8	15	0	3
Perf. Eval./ Appraisal	91	94	98	89	0	32
Examination/Test	1	2	1	1	0	0
Harassment						
Non-Sexual	282	343	351	239	0	79

Sexual	18	13	24	6	0	3
Medical Examination	1	4	0	3	0	0
Pay including overtime	21	30	11	13	0	2
Promotion/Non-Selection	149	124	71	100	0	38
Reassignment						
Denied	14	17	21	17	0	7
Directed	18	20	26	39	0	6
Reasonable Accommodation Disability	69	84	94	74	0	20
Reinstatement	2	0	0	3	0	0
Religious Accommodation	3	4	1	1	0	1
Retirement	4	5	4	11	0	1
Sex-Stereotyping	1	1	1	0	0	0
Telework	29	25	31	20	0	1
Termination	27	36	35	25	0	15
Terms/Conditions of Employment	102	146	135	136	0	25
Time and Attendance	59	67	77	68	0	11
Training	51	40	45	30	0	11
Other						
User Defined - Other 1	5	2	0	1	0	3
User Defined - Other 2	0	1	0	0	0	2
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				C	omp	ar	ative I	)ata	
<b>Processing Time</b>		Previo	us ]	Fisc	al Y	eai	· Data		2021Thru03-
	2016	2017	,	201	18	2	019	2020	31
Complaints pending during	g fiscal y	ear							
Average number of days in investigation	208.93	159.3	5	173	.22	19	99.95	208.25	157.81
Average number of days in final action	97.94	165.6	4	36.	78	41.00		32.69	43.98
Complaint pending during	fiscal ye	ar whe	re h	neari	ng w	/as	reques	sted	
Average number of days in investigation	212.88	163.6	9	172	.58	20	08.32	218.27	162.50
Average number of days in final action	69.94	108.7	6	20.	90	29.65		26.09	18.69
Complaint pending during	fiscal ye	ar when	re h	neari	ng w	/as	not re	quested	
Average number of days in investigation	202.01	152.87		173	.78	18	39.03	191.37	154.29
Average number of days in final action	124.03	205.6	6	50.	90	5	5.94	41.27	72.69
					C	om	parati	ive Data	l
Complaints Dismissed Agency	d by	Pre	evio	ous l	Fisca	al Y	Year D	ata	2021Thru03-
5 V		2016	20	)17	201	8	2019	2020	31
Total Complaints Dismisse Agency	ed by	57	8	32	84	Ļ	51	46	11
Average days pending prid dismissal	or to	97	6	56	20	)	66	40	948
Com	plaints <b>V</b>	laints Withdrawn by Complainants							
Total Complaints Withdra Complainants	wn by	28	3	37	28			46	13

							Com	par	ative	Dat	a		
Total Final Agency				Pr	evio	ıs F	iscal `	Yea	r Dat	ta		2021	Thru03-
Actions Finding Discrimination		20	)16		2017	7	2018	2	019	20	20		31
		#	%	#	4 %	#	%	#	%	#	%	#	%
Total Number Findings		7		5		1		3		10		1	
Without Hearing		6	86	3	60	0	0	1	33	3	30	0	0
With Hearing		1	14	2	2 40	1	100	2	67	7	70	1	100
Findings of							Comp	ara	tive l	Data			
Discrimination Rendered by Basis			I	Pre	vious	Fis	scal Y	ear	Data	l		2021	Thru03-
Note: Complaints can	2	016	5	20	017	2	018	2	019	20	20		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#			#	%	#	%	#	%	#	%	#	%
Total Number Findings	7			4		1		3		10		1	
Race	3	4.	3	3	75	0	0	1	33	2	20	0	0
Color	1	14	4	0	0	0	0	1	33	1	10	0	0
Religion	0	0		0	0	0	0	0	0	0	0	0	0
Reprisal	4	5'	7	1	25	1	100	2	67	6	60	1	100
Sex	3	4.	3	0	0	1	100	1	33	5	50	0	0
PDA	0	0		0	0	0	0	0	0	0	0	0	0
National Origin	0	0		0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0		0	0	0	0	0	0	0	0	0	0
Age	0	0		1	25	0	0	0	0	0	0	0	0
Disability	2	29	9	0	0	0	0	2	67	2	20	1	100
Genetics	0	0		0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0		0	0	0	0	0	0	1	10	0	0

Findings After Hearing	1		2		1		2		0		1	
Race	1	100	2	100	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	1	100	1	50	0	0	1	100
Sex	1	100	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
			<u>'</u>				<u>'</u>		·		1	
Findings Without Hearing	6		2		0		1		3		0	
Race	2	33	1	50	0	0	1	100	0	0	0	0
Color	1	17	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	50	1	50	0	0	1	100	0	0	0	0
Sex	2	33	0	0	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0

Disability	2	33	0	0	0	0	1	100	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	
					(	Comp	ara	tive <b>L</b>	ata				
Findings of Discrimination			Pre	vious	Fis	scal Y	ear	Data			2021	Thru03-	
Rendered by Issue	2	016	2	017	2	018	2	019	20	20	31		
	#	<b>%</b>	#	<b>%</b>	#	%	#	%	#	%	#	%	
Total Number Findings	7		4		1		3		10		1		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	1	14	2	50	0	0	0	0	3	30	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	2	29	0	0	0	0	0	0	1	10	0	0	
Suspension	1	14	0	0	0	0	1	33	0	0	0	0	
Removal	0	0	0	0	0	0	1	33	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	1	14	0	0	0	0	0	0	1	10	0	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	33	2	20	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment													
Non-Sexual	2	29	0	0	0	0	3	100	5	50	1	100	
Sexual	0	0	0	0	1	100	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	

Pay including overtime	0	0	0	0	0	0	1	33	1	10	0	0
Promotion/Non- Selection	2	29	3	75	0	0	0	0	1	10	0	0
Reassignment									-			
Denied	0	0	0	0	1	100	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	14	0	0	0	0	2	67	0	0	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	25	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	29	1	25	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	1		2		1		2		0		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	1	50	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	1	50	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	50	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	2	100	0	0	1	100
Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	1	50	0	0	0	0
Promotion/Non- Selection	0	0	1	50	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	100	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0

Reasonable Accommodation Disability	0	0	0	0	0	0	1	50	0	0	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	50	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define				-		-		-				-
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
				ı		ı	1	ı	1			
Findings Without Hearing	6		2		0		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	50	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0

Conversion to Full												
Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	2	33	0	0	0	0	0	0	0	0	0	0
Suspension	1	17	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	1	100	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	17	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	33	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	2	33	2	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	17	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	
Telework	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	2	33	1	50	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	
Training	0	0	0	0	0	0	0	0	0	0	0	0	
Other - User Define													
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	
						(	Com	parat	ive ]	Data			
Pending Complaints Filed in Previous Fiscal Years by Status  Total complaints from previous Fiscal Years				Previous Fiscal Year Data 2021Thru03-									
			2	016	201	7 2	018	2019	2019 2020			31	
			4	472	464	1 4	153	461	3	75	455		
Total Complainants			4	446	42	410		406	3	28	399		
	ndin	σ											
Number complaints pe	IIUIII	5									27		
Number complaints pe	num	5		18	16		17	18		18		27	
	<u> </u>	· 5		18 2	0		17 0	18		0		27	
Investigation ROI issued, pending	<u> </u>	· 6	2										
Investigation  ROI issued, pending Complainant's action	i n	5	+	2	0	7 4	0	1	3	0		4	

	Comparative Data								
Complaint Investigations	Pro	evious	2021Thru03-						
	2016	2017	2018	2019	2020	31			
Pending Complaints Where Investigations Exceed Required Time Frames	10	8	21	17	17	18			