

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

## USDA (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	561	522	436	394	342	127
Number of Complainants	531	497	414	381	323	125
Repeat Filers	24	21	18	11	17	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru03-31
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	2022Thru03-31
Race	243	216	195	170	142	44
Color	75	85	93	59	52	18
Religion	35	28	35	18	16	19
Reprisal	312	315	256	224	162	53
Sex	216	229	171	168	111	43
PDA	2	2	2	3	3	0

National Origin	67	68	58	46	41	10
Equal Pay Act	8	13	7	6	6	1
Age	208	155	157	144	96	30
Disability	185	195	170	140	103	53
Genetics	1	0	3	3	2	3
Non-EEO	55	40	37	38	29	10
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Appointment/Hire	40	24	17	31	26	3
Assignment of Duties	87	83	72	58	34	14
Awards	18	14	8	7	7	3
Conversion to Full Time/Perm Status	3	1	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	4	3	1	4	0	1
Reprimand	45	43	39	0	14	3
Suspension	36	37	33	0	19	7
Removal	17	21	32	29	7	5
Duty Hours	18	8	15	0	5	4
Perf. Eval./ Appraisal	94	98	89	0	44	14
Examination/Test	2	1	1	0	2	1
<b>Harassment</b>						
Non-Sexual	343	351	239	0	146	57
Sexual	13	24	6	0	5	6

Medical Examination	4	0	3	0	0	0
Pay including overtime	30	11	13	0	4	2
Promotion/Non-Selection	124	71	100	0	68	25
<b>Reassignment</b>						
Denied	17	21	17	0	11	1
Directed	20	26	39	0	19	1
Reasonable Accommodation Disability	84	94	74	0	35	12
Reinstatement	0	0	3	0	1	0
Religious Accommodation	4	1	1	0	1	4
Retirement	5	4	11	0	3	2
Sex-Stereotyping	1	1	0	0	0	0
Telework	25	31	20	0	2	1
Termination	36	35	25	0	28	14
Terms/Conditions of Employment	146	135	136	0	56	24
Time and Attendance	67	77	68	0	27	3
Training	40	45	30	0	19	6
<b>Other</b>						
User Defined - Other 1	2	0	1	0	4	4
User Defined - Other 2	1	0	0	0	1	1
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2022Thru03-31</b>
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
Complaints pending during fiscal year						

Average number of days in investigation	159.35	173.22	199.95	208.25	157.95	153.61						
Average number of days in final action	165.64	36.78	41.00	32.69	35.83	41.02						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	163.69	172.58	208.32	218.27	166.19	164.82						
Average number of days in final action	108.76	20.90	29.65	26.09	18.22	26.74						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	152.87	173.78	189.03	191.37	149.99	147.71						
Average number of days in final action	205.66	50.90	55.94	41.27	53.54	60.16						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2022Thru03-31</b>	
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>							
Total Complaints Dismissed by Agency	82	84	51	46	22						13	
Average days pending prior to dismissal	66	20	66	40	532						32	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	37	28	32	46	18						10	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2022Thru03-31</b>	
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	5		1		3		10		1		7	
Without Hearing	3	60	0	0	1	33	3	30	0	0	0	0





Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru03-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	4		1		3		10		1		7	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	50	0	0	0	0	3	30	0	0	2	29
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	1	10	0	0	0	0
Suspension	0	0	0	0	1	33	0	0	0	0	0	0
Removal	0	0	0	0	1	33	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	10	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	33	2	20	0	0	1	14
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	3	100	5	50	1	100	4	57
Sexual	0	0	1	100	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	1	33	1	10	0	0	0	0
Promotion/Non-Selection	3	75	0	0	0	0	1	10	0	0	2	29
Reassignment												







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	1	50	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	2	29
Time and Attendance	0	0	1	100	0	0	0	0	0	0	1	14
Training	0	0	0	0	0	0	0	0	0	0	1	14
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
<b>Findings Without Hearing</b>	2		0		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	0	0	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	0	0	0	0	0	0
Removal	0	0	0	0	1	100	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	0	0	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	1	100	0	0	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	100	0	0	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	0	0	0	0	1	100	0	0	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	1	50	0	0	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2022Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>							
Total complaints from previous Fiscal Years	464	453	461	375	324	365						
Total Complainants	421	410	406	328	285	310						
<b>Number complaints pending</b>												
Investigation	16	17	18	18	18	24						
ROI issued, pending Complainant's action	0	0	1	0	1	7						
Hearing	427	426	419	330	303	305						
Final Agency Action	25	24	33	30	16	36						
Appeal with EEOC Office of Federal Operations	192	231	274	351	298	343						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2022Thru03-31</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	8	21	17	17	14	17						