Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:

USDA (Includes Sub-Level Offices)

For 3rd Quarter 2024 for period ending June 30, 2024

Notes:
Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.
Starting in FY2022, issues marked with:
* are reported under Other Terms / Conditions of Employment.
** are reported under Other Disciplinary Actions.
Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first r ow now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2019	**FY 2020**	**FY 2021**	**FY 2022**	**FY 2023**	**FY 2024 (thru 06-30)**
Number of Complaints Filed	436	394	342	264	309	264
Number of Complainants	414	381	323	256	296	246
Repeat Filers	18	11	17	8	13	16

Part 2 Complaints by Basis						
	FY 2019	**FY 2020**	**FY 2021**	**FY 2022**	**FY 2023**	**FY 2024 (thru 06-30)**
Race	195	170	142	86	126	101
Color	93	59	52	35	50	46
Religion	35	18	16	35	33	26
Reprisal	256	224	162	122	176	161
Sex	171	168	111	79	115	99
PDA	2	3	3	1	2	2
National Origin	58	46	41	20	45	46
Equal Pay Act	7	6	6	4	9	4
Age	157	144	96	69	95	83
Disability	170	140	103	122	131	111
Genetics	3	3	2	5	5	2
Non-EEO	37	38	29	21	41	30

Part 3 Complaints By Issue						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 06-30)
Appointment/Hire	17	31	26	11	18	17
Assignment of Duties*	72	58	34	11	0	0
Awards	8	7	7	4	6	10
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	1	4	0	1	1	0
Disciplinary Action: Reprimand**	39	0	14	0	0	0
Disciplinary Action: Suspension	33	0	19	15	19	18
Disciplinary Action: Removal	32	29	7	9	17	10
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	55	57
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	15	0	5	0	0	0
Perf. Eval./ Appraisal	89	0	44	26	29	22
Examination/Test	1	0	2	0	0	0
Harassment: Non-Sexual	239	0	146	122	190	169
Harassment: Sexual	6	0	5	11	10	10
Medical Examination	3	0	0	1	1	1
Pay including overtime	13	0	4	4	23	24
Promotion/Non-Selection	100	0	68	48	55	61
Reassignment: Denied/Directed	17	0	11	4	9	11
Reassignment: Directed	39	0	19	3	17	19
Reasonable Accommodation Disability	74	0	35	32	54	42
Reinstatement*	3	0	1	0	0	0
Religious Accommodation	1	0	1	52	7	3
Retirement*	11	0	3	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	20	0	2	4	9	17
Termination	25	0	28	24	39	41
Terms/Conditions of Employment*	136	0	56	0	0	0
Time and Attendance	68	0	27	13	37	55
Training	30	0	19	9	26	33
Other Terms/Conditions of Employment*	0	0	0	0	100	114

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 06-30)
Average days in Investigation for all cases pending during FY	199.95	208.25	157.95	156.07	161.77	160.18
Average days in Final Action for all cases pending during FY	41.0	32.69	35.83	34.18	67.16	22.22
Average days in Investigation with Hearing	208.32	218.27	166.19	170.42	155.84	164.89
Average days in Final Action with Hearing	29.65	26.09	18.22	19.54	44.59	10.22
Average Days in Investigation without Hearing	189.03	191.37	149.99	144.37	169.25	155.20
Average Days in Final Action without Hearing	55.94	41.27	53.54	58.59	96.8	35.49

Part 5 Complaints Dismissed or Withdrawn						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 06-30)
Total Complaints Dismissed by Agency	51	46	22	37	37	42
Average Days Pending Prior to Dismissal	66	40	532	68	57.73	53.10
Total Complaints Withdrawn by Complainants	32	46	18	19	18	11

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 06-30)	FY 2024 % (thru 06-30)
Total Number Findings	3		10		1		10		18		3	
Findings Without Hearing	1	33	3	30	0	0	2	20	15	83	1	33
Findigs With Hearing	2	67	7	70	1	100	8	80	3	17	2	67

Part 7 Finding of Discrimination by Basis												
	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 06-30)	FY 2024 % (thru 06-30)
Total Number Findings	3		10		1		10		19		3	
Race	1	33.33	0	0.00	0	0.00	2	20.00	6	31.58	2	66.67
Color	1	33.33	0	0.00	0	0.00	2	20.00	1	5.26	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	1	5.26	0	0.00
Reprisal	2	66.67	0	0.00	1	100.00	8	80.00	5	26.32	1	33.33
Sex	1	33.33	0	0.00	0	0.00	4	40.00	4	21.05	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	1	5.26	0	0.00
Age	0	0.00	0	0.00	0	0.00	2	20.00	4	21.05	1	33.33
Disability	2	66.67	0	0.00	1	100.00	4	40.00	8	42.11	1	33.33
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	1	5.26	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 06-30)	FY 2024 % (thru 06-30)
Findings After Hearing	2		0		1		8		3		2	
Race	0	0.00	0	0.00	0	0.00	2	25.00	2	66.67	2	100.00
Color	0	0.00	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	50.00	0	0.00	1	100.00	6	75.00	1	33.33	1	50.00
Sex	0	0.00	0	0.00	0	0.00	2	25.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	2	25.00	2	66.67	1	50.00
Disability	1	50.00	0	0.00	1	100.00	3	37.50	1	33.33	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count (thru 06-30)	FY 2024 % (thru 06-30)
Finding Without Hearing	1		3		0		2		16		1	
Race	1	100.00	0	0.00	0	0.00	0	0.00	4	25.00	0	0.00
Color	1	100.00	0	0.00	0	0.00	1	50.00	1	6.25	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00
Reprisal	1	100.00	0	0.00	0	0.00	2	100.00	4	25.00	0	0.00
Sex	1	100.00	0	0.00	0	0.00	2	100.00	4	25.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	2	12.50	0	0.00
Disability	1	100.00	0	0.00	0	0.00	1	50.00	7	43.75	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00

Part 8 Finding of Discrimination by Issue												
	FY 2019 count	FY 2019 %	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count (thru 06-30)	FY 2024 % (thru 06-30)
Total Number Findings	3		10		1		10		17		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	3	30	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
Disciplinary Action: Reprimand**	0	0	1	10	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	1	33	0	0	0	0	0	0	1	6	0	0
Disciplinary Action: Removal	1	33	0	0	0	0	0	0	1	6	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	0	0	1	10	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	1	33	2	20	0	0	2	20	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	2	12	0	0
Harassment: Non-Sexual	3	100	5	50	1	100	5	50	3	18	1	33
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	33	1	10	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	10	0	0	3	30	5	29	2	67
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	1	6	1	33
Reassignment: Directed	0	0	0	0	0	0	2	20	0	0	0	0
Reasonable Accommodation Disability	2	67	0	0	1	100	1	10	2	12	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	2	20	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	1	33
Termination	0	0	0	0	0	0	0	0	0	0	1	33
Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	2	20	0	0	0	0
Training	0	0	0	0	0	0	1	10	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	5	29	0	0

Part 8 Finding of Discrimination by Issue (with Hearing)												
	FY 2019 count	FY 2019 %	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count (thru 06-30)	FY 2024 % (thru 06-30)
Findings After Hearing	2		0		1		8		3		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	1	50	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	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	1	50	0	0	0	0	2	25	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	2	100	0	0	1	100	3	38	1	33	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	50	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	2	25	1	33	2	100
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	1	33	0	0
Reassignment: Directed	0	0	0	0	0	0	1	13	0	0	0	0
Reasonable Accommodation Disability	1	50	0	0	1	100	1	13	1	33	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	2	25	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*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	2	25	0	0	0	0
Training	0	0	0	0	0	0	1	13	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	33	0	0

Part 8 Finding of Discrimination by Issue (without Hearing)												
	FY 2019 count	FY 2019 %	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count (thru 06-30)	FY 2024 % (thru 06-30)
Findings Without Hearing	1		0		0		2		14		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	1	7	0	0
Disciplinary Action: Removal	1	100	0	0	0	0	0	0	1	7	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	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	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	2	14	0	0
Harassment: Non-Sexual	1	100	0	0	0	0	2	100	2	14	1	100
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	0	0	0	0	0	0	1	50	4	29	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	1	100
Reassignment: Directed	0	0	0	0	0	0	1	50	0	0	0	0
Reasonable Accommodation Disability	1	100	0	0	0	0	0	0	1	7	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	1	100
Termination	0	0	0	0	0	0	0	0	0	0	1	100
Terms/Conditions of Employment*	0	0	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	4	29	0	0

Part 9 Complaints Pending from Previous FY By Status						
	FY 2019	**FY 2020**	**FY 2021**	**FY 2022**	**FY 2023**	**FY 2024 (thru 06-30)**
Total complaints from previous Fiscal Years	461	375	324	212	168	158
Total Complainants	406	328	285	181	143	144
Complaints Pending Investigation	18	18	18	15	15	0
ROI issued, pending Complainant's action	1	0	1	0	0	4
Complaints Pending in Hearing	419	330	303	179	127	118
Complaints Pending Final Agency Action	33	30	16	29	5	8
Complaints Pending Appeal with EEOC Office of Federal Operations	274	351	298	380	301	174

Part 10 Complaint Investigations						
	FY 2019	**FY 2020**	**FY 2021**	**FY 2022**	**FY 2023**	**FY 2024 (thru 06-30)**
Pending Complaints Where Investigations Exceed Required Time Frames	17	17	14	15	12	1