

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

USDA (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 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 row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

<b>Part 1 Complaint Activity</b>						
	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 12-31)</b>
Number of Complaints Filed	394	342	264	309	392	110
Number of Complainants	381	323	256	296	361	104
Repeat Filers	11	17	8	13	28	6

<b>Part 2 Complaints by Basis</b>						
	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 12-31)</b>
Race	170	142	86	126	158	50
Color	59	52	35	50	64	17
Religion	18	16	35	33	34	6
Reprisal	224	162	122	176	234	70
Sex	168	111	79	115	154	40
PDA	3	3	1	2	4	0
National Origin	46	41	20	45	66	22
Equal Pay Act	6	6	4	9	4	1
Age	144	96	69	95	123	44
Disability	140	103	122	131	158	48
Genetics	3	2	5	5	3	1
Non-EEO	38	29	21	41	47	12

**Part 3 Complaints By Issue**

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 12-31)</b>
Appointment/Hire	31	26	11	18	26	2
Assignment of Duties*	58	34	11	0	0	0
Awards	7	7	4	6	13	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	4	0	1	1	1	3
Disciplinary Action: Reprimand**	0	14	0	0	0	0
Disciplinary Action: Suspension	0	19	15	19	25	5
Disciplinary Action: Removal	29	7	9	17	14	11
Disciplinary Action: Other Disciplinary Actions**	0	0	0	55	83	16
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	5	0	0	0	0
Perf. Eval./ Appraisal	0	44	26	29	34	8
Examination/Test	0	2	0	0	0	0
Harassment: Non-Sexual	0	146	122	190	245	61
Harassment: Sexual	0	5	11	10	16	2
Medical Examination	0	0	1	1	2	0
Pay including overtime	0	4	4	23	25	4
Promotion/Non-Selection	0	68	48	55	87	19
Reassignment: Denied/Directed	0	11	4	9	17	8
Reassignment: Directed	0	19	3	17	25	2
Reasonable Accommodation Disability	0	35	32	54	62	24
Reinstatement*	0	1	0	0	0	0
Religious Accommodation	0	1	52	7	4	0
Retirement*	0	3	0	0	0	0
Sex-Stereotyping	0	0	0	0	2	0
Telework	0	2	4	9	23	8
Termination	0	28	24	39	57	18
Terms/Conditions of Employment*	0	56	0	0	0	0
Time and Attendance	0	27	13	37	75	9
Training	0	19	9	26	48	7
Other Terms/Conditions of Employment*	0	0	0	100	162	41

<b>Part 4 Processing Time (Complaints Pending During FY)</b>						
	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 12-31)</b>
Average days in Investigation for all cases pending during FY	208.25	157.95	156.07	161.77	165.42	153.68
Average days in Final Action for all cases pending during FY	32.69	35.83	34.18	67.16	23.07	33.57
Average days in Investigation with Hearing	218.27	166.19	170.42	155.84	166.54	164.25
Average days in Final Action with Hearing	26.09	18.22	19.54	44.59	10.3	26.64
Average Days in Investigation without Hearing	191.37	149.99	144.37	169.25	163.23	146.09
Average Days in Final Action without Hearing	41.27	53.54	58.59	96.8	37.15	41.20

<b>Part 5 Complaints Dismissed or Withdrawn</b>						
	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 12-31)</b>
Total Complaints Dismissed by Agency	46	22	37	37	49	7
Average Days Pending Prior to Dismissal	40	532	68	57.73	55.47	42.57
Total Complaints Withdrawn by Complainants	46	18	19	18	15	8

<b>Part 6 Total Final Agency Actions Finding Discrimination</b>												
	<b>FY 2020 Count</b>	<b>FY 2020 %</b>	<b>FY 2021 Count</b>	<b>FY 2021 %</b>	<b>FY 2022 Count</b>	<b>FY 2022 %</b>	<b>FY 2023 Count</b>	<b>FY 2023 %</b>	<b>FY 2024 Count</b>	<b>FY 2024 %</b>	<b>FY 2025 Count (thru 12-31)</b>	<b>FY 2025 % (thru 12-31)</b>
Total Number Findings	10		1		10		18		10		2	
Findings Without Hearing	3	30	0	0	2	20	15	83	6	60	2	100
Findings With Hearing	7	70	1	100	8	80	3	17	4	40	0	0

**Part 7 Finding of Discrimination by Basis**

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 12-31)	FY 2025 % (thru 12-31)
<b>Total Number Findings</b>	10		1		10		19		10		2	
Race	0	0.00	0	0.00	2	20.00	6	31.58	4	40.00	1	50.00
Color	0	0.00	0	0.00	2	20.00	1	5.26	1	10.00	1	50.00
Religion	0	0.00	0	0.00	0	0.00	1	5.26	0	0.00	0	0.00
Reprisal	0	0.00	1	100.00	8	80.00	5	26.32	7	70.00	0	0.00
Sex	0	0.00	0	0.00	4	40.00	4	21.05	4	40.00	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	1	5.26	1	10.00	0	0.00
Age	0	0.00	0	0.00	2	20.00	4	21.05	3	30.00	1	50.00
Disability	0	0.00	1	100.00	4	40.00	8	42.11	5	50.00	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	1	5.26	2	20.00	1	50.00

**Part 7 Finding of Discrimination by Basis (with Hearing)**

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 12-31)	FY 2025 % (thru 12-31)
<b>Findings After Hearing</b>	0		1		8		3		4		0	
Race	0	0.00	0	0.00	2	25.00	2	66.67	4	100.00	0	0.00
Color	0	0.00	0	0.00	1	12.50	0	0.00	1	25.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	100.00	6	75.00	1	33.33	3	75.00	0	0.00
Sex	0	0.00	0	0.00	2	25.00	0	0.00	2	50.00	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	25.00	0	0.00
Age	0	0.00	0	0.00	2	25.00	2	66.67	3	75.00	0	0.00
Disability	0	0.00	1	100.00	3	37.50	1	33.33	1	25.00	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	1	25.00	0	0.00

**Part 7 Finding of Discrimination by Basis (without Hearing)**

	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 12-31)	FY 2025 % (thru 12-31)
<b>Finding Without Hearing</b>	3		0		2		16		6		2	
Race	0	0.00	0	0.00	0	0.00	4	25.00	0	0.00	1	50.00
Color	0	0.00	0	0.00	1	50.00	1	6.25	0	0.00	1	50.00
Religion	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	2	100.00	4	25.00	4	66.67	0	0.00
Sex	0	0.00	0	0.00	2	100.00	4	25.00	2	33.33	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	1	6.25	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	2	12.50	0	0.00	1	50.00
Disability	0	0.00	0	0.00	1	50.00	7	43.75	4	66.67	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	1	6.25	1	16.67	1	50.00

## Part 8 Finding of Discrimination by Issue

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 12-31)	FY 2025 % (thru 12-31)
<b>Total Number Findings</b>	10		1		10		17		10		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	3	30	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**	1	10	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	1	6	1	10	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	1	6	1	10	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	1	10	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	1	10	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	2	20	0	0	2	20	0	0	2	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	2	12	2	20	0	0
Harassment: Non-Sexual	5	50	1	100	5	50	3	18	5	50	1	100
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	10	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	10	0	0	3	30	5	29	3	30	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	1	6	1	10	0	0
Reassignment: Directed	0	0	0	0	2	20	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	1	10	2	12	3	30	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	2	20	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	1	10	0	0
Termination	0	0	0	0	0	0	0	0	2	20	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	2	20	0	0	0	0	0	0
Training	0	0	0	0	1	10	0	0	0	0	1	100
Other Terms/Conditions of Employment*	0	0	0	0	0	0	5	29	1	10	0	0

## Part 8 Finding of Discrimination by Issue (with Hearing)

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 12-31)	FY 2025 % (thru 12-31)
<b>Findings After Hearing</b>	0		1		8		3		4		0	
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	25	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	1	25	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	2	25	0	0	1	25	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	0	0	1	100	3	38	1	33	2	50	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	0	0	0	0	2	25	1	33	2	50	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	1	33	0	0	0	0
Reassignment: Directed	0	0	0	0	1	13	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	1	13	1	33	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	2	25	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*	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	2	25	0	0	0	0	0	0
Training	0	0	0	0	1	13	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	1	33	1	25	0	0

## Part 8 Finding of Discrimination by Issue (without Hearing)

	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count (thru 12-31)	FY 2025 % (thru 12-31)
<b>Findings Without Hearing</b>	0		0		2		14		6		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	1	7	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	1	7	1	17	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	1	17	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	2	14	2	33	0	0
Harassment: Non-Sexual	0	0	0	0	2	100	2	14	3	50	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	1	50	4	29	1	17	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	1	17	0	0
Reassignment: Directed	0	0	0	0	1	50	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	7	3	50	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	1	17	0	0
Termination	0	0	0	0	0	0	0	0	2	33	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	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	100
Other Terms/Conditions of Employment*	0	0	0	0	0	0	4	29	0	0	0	0

**Part 9 Complaints Pending from Previous FY By Status**

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 12-31)</b>
Total complaints from previous Fiscal Years	375	324	212	168	159	334
Total Complainants	328	285	181	143	142	306
Complaints Pending Investigation	18	18	15	15	13	17
ROI issued, pending Complainant's action	0	1	0	0	2	22
Complaints Pending in Hearing	330	303	179	127	115	176
Complaints Pending Final Agency Action	30	16	29	5	7	26
Complaints Pending Appeal with EEOC Office of Federal Operations	351	298	380	301	325	197

**Part 10 Complaint Investigations**

	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025 (thru 12-31)</b>
Pending Complaints Where Investigations Exceed Required Time Frames	17	14	15	12	4	4