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

## USDA (and below)

				Сог	npa	rative	Data						
<b>Complaint Activity</b>		Previo	ous Fi	scal Y	Yea	r Data		2022Th					
	201	8 20	19 2	020	20	21 20	022	2023Thru12-31					
Number of Complaints Filed	522	2 43	36	394	34	42 2	64	69					
Number of Complainants	49′	7 41	4	381	32	23 2	56	69					
Repeat Filers	21	1	8	11	1	7	8	0					
		<b>Comparative Data</b>											
Complaints by Basis		Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal toto complaints filed.	2018	201	20	20	2021	2022	2023Thru12- 31						
Race		216	195	1	70	142	86	32					
Color		85	93	5	9	52	35	7					
Religion		28	35	1	8	16	35	10					
Reprisal		315	256	2	24	162	122	35					
Sex		229	171	1	68	111	79	21					
PDA		2	2		3	3	1	0					

## For 1st Quarter 2023 for period ending December 31, 2022

Non-EEO	40	37	38	29	21	4				
Genetics	0	3	3	2	5	2				
Disability	195	170	140	103	122	25				
Age	155	157	144	96	69	11				
Equal Pay Act	13	7	6	6	4	4				
National Origin	68	58	46	41	20	13				

Complaints by Issue		Comparative Data											
Complaints by issue	Pr	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.	2018	2019	2020	2021	2022	2023Thru12- 31							
Appointment/Hire	24	17	31	26	11	3							
Assignment of Duties	83	72	58	34	11	3							
Awards	14	8	7	7	4	0							
Conversion to Full Time/Perm Status		0	0	0	0	0							
Disciplinary Action				-		·							
Demotion	3	1	4	0	1	0							
Reprimand	43	39	0	14	0	0							
Suspension	37	33	0	19	15	4							
Removal	21	32	29	7	9	2							
Disciplinary Warning	0	0	0	0	0	0							
Other Disciplinary Actions	3	3	6	0	23	8							
Other 2	0	0	0	0	0	0							
Duty Hours	8	15	0	5	0	0							
Perf. Eval./ Appraisal	98	89	0	44	26	7							
Examination/Test	1	1	0	2	0	0							

Harassment						
Non-Sexual	351	239	0	146	122	31
Sexual	24	6	0	5	11	2
Medical Examination	0	3	0	0	1	0
Pay including overtime	11	13	0	4	4	4
Promotion/Non-Selection	71	100	0	68	48	8
Reassignment						
Denied	21	17	0	11	4	0
Directed	26	39	0	19	3	2
Reasonable Accommodation Disability	94	74	0	35	32	12
Reinstatement	0	3	0	1	0	0
Religious Accommodation	1	1	0	1	52	15
Retirement	4	11	0	3	0	0
Sex-Stereotyping	1	0	0	0	0	0
Telework	31	20	0	2	4	0
Termination	35	25	0	28	24	7
Terms/Conditions of Employment	135	136	0	56	0	0
Time and Attendance	77	68	0	27	13	4
Training	45	30	0	19	9	1
Other Terms/Conditions of Employment	0	0	0	0	94	23
User Defined - Other 1	0	1	0	4	0	0
User Defined - Other 2	0	0	0	1	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

	Comparative Data										
<b>Processing Time</b>		Previo	us F	<b>`isc</b> a	al Y	eai	r Data		2023Thru12-		
	2018	2019 2020 2021		2022	31						
Complaints pending durin	g fiscal y	ear									
Average number of days in investigation	173.22	199.9	5 2	208.25		15	57.95	156.07	147.82		
Average number of days in final action	36.78	41.00		32.69		35.83		34.18	34.59		
Complaint pending during	fiscal ye	ar when	re he	earii	ng w	/as	reques	sted	1		
Average number of days in investigation	172.58	208.3	2 2	218.27		16	56.19	170.42	146.08		
Average number of days in final action	20.90	29.65	5	26.0	6.09		8.22	19.54	21.92		
Complaint pending during	fiscal ye	ar when	re he	earii	ng w	/as	not re	quested			
Average number of days in investigation	173.78	189.0	3 1	191.37		149.99		144.37	148.34		
Average number of days in final action	50.90	55.94	1	41.2	27	5	3.54	58.59	49.50		
					С	om	iparat	ive Data			
Complaints Dismissee Agency	d by	Previous Fiscal Year Data						Data	2023Thru12-		
		2018	201	19	202	20	2021	2022	31		
Total Complaints Dismiss Agency	ed by	84	51	1	46	5	22	37	8		
Average days pending prid dismissal	or to	20	66	5	40	)	532	68	29		
Con	plaints <b>V</b>	Withdr	awn	ı by	y Co	mŗ	olaina	nts			
Total Complaints Withdra Complainants	wn by	28	32	2	46	5	18	19	5		

							Com	ipai	rative	Data	ì		
Total Final Agency				Pr	evio	us Fi	scal	Yea	r Dat	2023Thru12-			
Actions Finding Discrimination		2018			2019		2020		2021		)22	31	
	i	#	%	#	# %	#	%	#	%	#	%	#	%
Total Number Findings		1		3	;	10		1		10		0	
Without Hearing		0	0	1	33	3	30	0	0	2	20	0	0
With Hearing		1 1	00	2	2 67	7	70	1	100	8	80	0	0
Findings of						(	Comp	para	ative 1	Data			
Discrimination Rendered by Basis			]	Pre	eviou	s Fis	cal Y	lea	r Data	l		2023	Fhru12-
Note: Complaints can	2	018		2(	)19	20	20	2	021	20	22	31	
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	# %		# %		#	# %		%	#	%	#	%
Total Number Findings	1			3		10		1		10		0	
Race	0	0		1	33	2	20	0	0	2	20	0	0
Color	0	0		1	33	1	10	0	0	2	20	0	0
Religion	0	0		0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	)	2	67	6	60	1	100	8	80	0	0
Sex	1	100	)	1	33	5	50	0	0	4	40	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	2	20	0	0
Disability	0	0		2	67	2	20	1	100	4	40	0	0
Genetics	0	0		0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	1	10	0	0	0	0	0	0
Findings After Hearing	1		2		0		1		8		0	
Race	0	0	0	0	0	0	0	0	2	25	0	0
Color	0	0	0	0	0	0	0	0	1	13	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	1	50	0	0	1	100	6	75	0	0
Sex	1	100	0	0	0	0	0	0	2	25	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	2	25	0	0
Disability	0	0	1	50	0	0	1	100	3	38	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
Findings Without Hearing	0		1		3		0		2		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	1	50	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	2	100	0	0
Sex	0	0	1	100	0	0	0	0	2	100	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	0	0	1	100	0	0	0	0	1	50	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