

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

## USDA (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	522	436	394	342	264	69
Number of Complainants	497	414	381	323	256	69
Repeat Filers	21	18	11	17	8	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	216	195	170	142	86	32
Color	85	93	59	52	35	7
Religion	28	35	18	16	35	10
Reprisal	315	256	224	162	122	35
Sex	229	171	168	111	79	21
PDA	2	2	3	3	1	0

National Origin	68	58	46	41	20	13
Equal Pay Act	13	7	6	6	4	4
Age	155	157	144	96	69	11
Disability	195	170	140	103	122	25
Genetics	0	3	3	2	5	2
Non-EEO	40	37	38	29	21	4
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
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	1	0	0	0	0	0
<b>Disciplinary Action</b>						
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

<b>Harassment</b>						
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
<b>Reassignment</b>						
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	173.22	199.95	208.25	157.95	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 year where hearing was requested						
Average number of days in investigation	172.58	208.32	218.27	166.19	170.42	146.08
Average number of days in final action	20.90	29.65	26.09	18.22	19.54	21.92
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	173.78	189.03	191.37	149.99	144.37	148.34
Average number of days in final action	50.90	55.94	41.27	53.54	58.59	49.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	84	51	46	22	37	8
Average days pending prior to dismissal	20	66	40	532	68	29
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	28	32	46	18	19	5





