

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

USDA (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	522	436	394	342	264	142
Number of Complainants	497	414	381	323	256	140
Repeat Filers	21	18	11	17	8	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	216	195	170	142	86	65
Color	85	93	59	52	35	17
Religion	28	35	18	16	35	17
Reprisal	315	256	224	162	122	63
Sex	229	171	168	111	79	44
PDA	2	2	3	3	1	0

National Origin	68	58	46	41	20	22
Equal Pay Act	13	7	6	6	4	4
Age	155	157	144	96	69	35
Disability	195	170	140	103	122	56
Genetics	0	3	3	2	5	2
Non-EEO	40	37	38	29	21	17
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
<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	
Appointment/Hire	24	17	31	26	11	7
Assignment of Duties	83	72	58	34	11	7
Awards	14	8	7	7	4	1
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	3	1	4	0	1	1
Reprimand	43	39	0	14	0	0
Suspension	37	33	0	19	15	5
Removal	21	32	29	7	9	6
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	3	3	6	0	23	17
Other 2	0	0	0	0	0	0
Duty Hours	8	15	0	5	0	0
Perf. Eval./ Appraisal	98	89	0	44	26	10
Examination/Test	1	1	0	2	0	0

Harassment						
Non-Sexual	351	239	0	146	122	64
Sexual	24	6	0	5	11	3
Medical Examination	0	3	0	0	1	0
Pay including overtime	11	13	0	4	4	7
Promotion/Non-Selection	71	100	0	68	48	18
Reassignment						
Denied	21	17	0	11	4	0
Directed	26	39	0	19	3	5
Reasonable Accommodation Disability	94	74	0	35	32	25
Reinstatement	0	3	0	1	0	0
Religious Accommodation	1	1	0	1	52	24
Retirement	4	11	0	3	0	0
Sex-Stereotyping	1	0	0	0	0	0
Telework	31	20	0	2	4	1
Termination	35	25	0	28	24	11
Terms/Conditions of Employment	135	136	0	56	0	0
Time and Attendance	77	68	0	27	13	11
Training	45	30	0	19	9	4
Other Terms/Conditions of Employment	0	0	0	0	94	33
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					2023Thru03-31
	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	170.45
Average number of days in final action	36.78	41.00	32.69	35.83	34.18	83.94
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	151.87
Average number of days in final action	20.90	29.65	26.09	18.22	19.54	45.61
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	142.97
Average number of days in final action	50.90	55.94	41.27	53.54	58.59	115.33
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	84	51	46	22	37	20
Average days pending prior to dismissal	20	66	40	532	68	66
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	28	32	46	18	19	9

Age	0	0	0	0	0	0	0	0	0	0	2	20
Disability	0	0	1	100	0	0	0	0	1	50	4	40
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	2	20
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2023Thru03-31						
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	453	461	375	324	212	251						
Total Complainants	410	406	328	285	181	220						
Number complaints pending												
Investigation	17	18	18	18	15	22						
ROI issued, pending Complainant's action	0	1	0	1	0	2						
Hearing	426	419	330	303	179	214						
Final Agency Action	24	33	30	16	29	25						
Appeal with EEOC Office of Federal Operations	231	274	351	298	380	423						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2023Thru03-31						
	2018	2019	2020	2021	2022							
Pending Complaints Where Investigations Exceed Required Time Frames	21	17	17	14	15	12						