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

USDA (and below)

For 2nd Quarter 2020 for period ending March 31, 2020

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2020Thru03-31						
	2015	2016	2017	2018	2019	20201 IITu05-51						
Number of Complaints Filed	513	530	561	522	436	394						
Number of Complainants	498	507	531	497	414	381						
Repeat Filers	15	19	24	21	18	11						

Complaints by Dosis			Com	parativ	ve Data	ı
Complaints by Basis	Pr	evious	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru03- 31
Race	206	222	243	216	195	170
Color	71	63	75	85	93	59
Religion	24	35	35	28	35	18
Reprisal	297	270	312	315	256	224
Sex	217	206	216	229	171	168
PDA	2	0	2	2	2	3

National Origin	70	47	67	68	58	46
Equal Pay Act	2	1	8	13	7	6
Age	184	182	208	155	157	144
Disability	167	157	185	195	170	140
Genetics	2	1	1	0	3	3
Non-EEO	59	39	55	40	37	38
			Com	parativ	ve Data	<u> </u>
Complaints by Issue	Pr	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru03- 31
Appointment/Hire	35	27	40	24	17	31
Assignment of Duties	119	92	87	83	72	58
Awards	19	9	18	14	8	7
Conversion to Full Time/Perm Status	0	0	3	1	0	0
Disciplinary Action						
Demotion	3	4	4	3	1	4
Reprimand	55	28	45	43	39	0
Suspension	52	26	36	37	33	0
Removal	9	6	17	21	32	29
Other	11	7	4	3	3	6
Duty Hours	23	20	18	8	15	0
Perf. Eval./ Appraisal	90	91	94	98	89	0
Examination/Test	1	1	2	1	1	0
Harassment						
Non-Sexual	305	282	343	351	239	0

Sexual	16	18	13	24	6	0
Medical Examination	8	1	4	0	3	0
Pay including overtime	41	21	30	11	13	0
Promotion/Non-Selection	160	149	124	71	100	0
Reassignment						
Denied	25	14	17	21	17	0
Directed	39	18	20	26	39	0
Reasonable Accommodation Disability	84	69	84	94	74	0
Reinstatement	1	2	0	0	3	0
Religious Accommodation	0	3	4	1	1	0
Retirement	1	4	5	4	11	0
Sex-Stereotyping	0	1	1	1	0	0
Telework	14	29	25	31	20	0
Termination	41	27	36	35	25	0
Terms/Conditions of Employment	167	102	146	135	136	0
Time and Attendance	79	59	67	77	68	0
Training	49	51	40	45	30	0
Other						
User Defined - Other 1	14	5	2	0	1	0
User Defined - Other 2	6	0	1	0	0	0
User Defined - Other 3	1	0	0	0	0	0
User Defined - Other 4	1	0	0	0	0	0

				Con	ıpar	ative I	Data	
Processing Time		Previo	us Fi	scal	Yea	r Data		2020Thru03-
	2015	2016	5 2	2017	2	2018	2019	31
Complaints pending during	g fiscal y	ear						
Average number of days in investigation	198.98	208.9	3 15	59.35	5 1'	73.22	199.95	208.25
Average number of days in final action	107.89	97.94	1 10	65.64	1 3	6.78	41.00	32.69
Complaint pending during	fiscal ye	ar whe	re hea	ıring	was	reques	sted	
Average number of days in investigation	203.04	212.8	8 10	63.69	9 1'	72.58	208.32	218.27
Average number of days in final action	97.00	69.94	1 10)8.70	5 2	0.90	29.65	26.09
Complaint pending during	fiscal ye	ar whe	re hea	ıring	was	not re	quested	
Average number of days in investigation	192.70	202.0	1 13	52.8	7 1	73.78	189.03	191.37
Average number of days in final action	115.19	124.0	3 20)5.60	5 5	0.90	55.94	41.27
					Con	ıparat	ive Data	l
Complaints Dismissed Agency	d by	Pro	eviou	s Fis	cal '	Year D)ata	2020Thru03-
, and the second		2015	201	6 2	017	2018	2019	31
Total Complaints Dismisse Agency	ed by	57	57		82	84	51	46
Average days pending prid dismissal	or to	88	97		66	20	66	40
Com	plaints V	laints Withdrawn by Complainants						
Total Complaints Withdra Complainants	wn by	32	28			28	32	46

							C	om	par	ative	Da	ta		
Total Final Agency			P	revi	iou	s F	isca	al Y	Yea	r Dat	a		2020Tl	hru03-
Actions Finding Discrimination		20	15	20)16		201	17	2	2018	2	019	3	1
		#	%	#	%	#	#	%	#	%	#	%	#	%
Total Number Findings		11		7		4	5		1		3		10	
Without Hearing		5	45	6	86	5 3	3 (60	0	0	1	33	3	30
With Hearing		6	55	1	14	1 2	2 4	40	1	100	2	67	7	70
Findings of						(Cor	npa	ara	tive D	ata	Į.		
Discrimination Rendered by Basis	Previous Fiscal Year Data								2020T	hru03-				
Note: Complaints can	2	2015 2016 2017						2	018	2	019	3		
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	9/	ó	#	9/	6	#	%	#	%	#	%
Total Number Findings	8		7			4			1		3		10	
Race	1	13	3	4.	3	3	7:	5	0	0	1	33	2	20
Color	0	0	1	14	4	0	0)	0	0	1	33	1	10
Religion	0	0	0	C)	0	0)	0	0	0	0	0	0
Reprisal	4	50	4	5	7	1	2:	5	1	100	2	67	6	60
Sex	0	0	3	4.	3	0	0)	1	100	1	33	5	50
PDA	0	0	0	C)	0	0)	0	0	0	0	0	0
National Origin	1	13	0	C)	0	0)	0	0	0	0	0	0
Equal Pay Act	0	0	0	C)	0	0)	0	0	0	0	0	0
Age	1	13	0	C)	1	2:	5	0	0	0	0	0	0
Disability	7	88	2	2	9	0	0)	0	0	2	67	2	20
Genetics	0	0	0	C)	0	0)	0	0	0	0	0	0
Non-EEO	0	0	0	C)	0	0)	0	0	0	0	1	10

Findings After Hearing	6		1		2		1		2		0	
Race	1	17	1	100	2	100	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	50	1	100	0	0	1	100	1	50	0	0
Sex	0	0	1	100	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	17	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	1	17	0	0	1	50	0	0	0	0	0	0
Disability	5	83	0	0	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
Findings Without Hearing	2		6		2		0		1		3	
Race	0	0	2	33	1	50	0	0	1	100	0	0
Color	0	0	1	17	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	3	50	1	50	0	0	1	100	0	0
Sex	0	0	2	33	0	0	0	0	1	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	2	100	2	33	0	0	0	0	1	100	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
					(Comp	ara	tive I)ata	ı		
Findings of Discrimination			Pre	vious	Fis	cal Y	ear	Data			2020T	hru03-
Rendered by Issue	2	015	2	2016 2017			2	018	2	019	31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		7		4		1		3		10	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	14	2	50	0	0	0	0	3	30
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
Reprimand	1	13	2	29	0	0	0	0	0	0	1	10
Suspension	0	0	1	14	0	0	0	0	1	33	0	0
Removal	0	0	0	0	0	0	0	0	1	33	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	14	0	0	0	0	0	0	1	10
Perf. Eval./ Appraisal	1	13	0	0	0	0	0	0	1	33	2	20
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	38	2	29	0	0	0	0	3	100	5	50
Sexual	0	0	0	0	0	0	1	100	0	0	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	1	33	1	10
Promotion/Non- Selection	0	0	2	29	3	75	0	0	0	0	1	10
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	4	50	1	14	0	0	0	0	2	67	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	0	0
Termination	0	0	0	0	1	25	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	29	1	25	0	0	0	0	0	0
Time and Attendance	1	13	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	6		1		2		1		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	1	50	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
Reprimand	1	17	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	50	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	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	17	0	0	0	0	0	0	1	50	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment										-		-
Non-Sexual	3	50	0	0	0	0	0	0	2	100	0	0
Sexual	0	0	0	0	0	0	1	100	0	0	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	1	50	0	0
Promotion/Non- Selection	0	0	0	0	1	50	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0

Reasonable Accommodation Disability	2	33	0	0	0	0	0	0	1	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	0	0	0	0
Termination	0	0	0	0	1	50	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	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define		-								-		
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
		1			•		1	1		1	1	1
Findings Without Hearing	2		6		2		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	50	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
Reprimand	0	0	2	33	0	0	0	0	0	0	0	0
Suspension	0	0	1	17	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	100	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	17	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	•											
Non-Sexual	0	0	2	33	0	0	0	0	1	100	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	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	2	33	2	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	100	1	17	0	0	0	0	1	100	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	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	33	1	50	0	0	0	0	0	0
Time and Attendance	1	50	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
						(Com	parat	ive	Data		
Pending Complaints Filed in Previous Fiscal Years by Status Total complaints from previous Fiscal Years				Previous Fiscal Year Data						2020Thru03-		
			2	015	201	6 20)17	2018	3 2	2019	31	
			Ť	_		U 4						_
1 iscai 1 cais		us	4	473	472		64	453		461	37	
Total Complainants				473 436	472	2 4	64	453		461	37	75
	ndin					2 4						75
Total Complainants	ndin		4			2 4						28
Total Complainants Number complaints pe	5		4	436	440	2 4	21	410		406	32	75 28 8
Total Complainants Number complaints pe Investigation ROI issued, pending	5			20	18	2 4 4 5 4	21	17		18	32	75 28 8
Total Complainants Number complaints pe Investigation ROI issued, pending Complainant's action	s n		2	20	18	2 4 4 6 4	21 16 0	17		18	32	25 28 8 0

	Comparative Data								
Complaint Investigations	Pre	evious	2020Thru03-						
	2015	2016	2017	2018	2019	31			
Pending Complaints Where Investigations Exceed Required Time Frames	19	10	8	21	17	17			