

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

USDA (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	512	531	561	522	437	394
Number of Complainants	497	508	531	497	414	381
Repeat Filers	15	19	24	21	19	11
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	205	222	243	216	197	170
Color	71	63	75	85	93	59
Religion	24	35	35	28	36	18
Reprisal	295	273	313	316	261	225
Sex	216	206	217	229	171	170
PDA	2	0	2	2	2	3

National Origin	70	47	67	68	59	46
Equal Pay Act	2	1	8	13	7	6
Age	183	185	208	155	158	145
Disability	167	157	185	195	172	141
Genetics	2	0	1	0	3	3
Non-EEO	58	39	55	40	37	38
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	36	28	40	24	18	31
Assignment of Duties	119	92	87	83	73	58
Awards	19	8	17	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	56	28	45	43	41	24
Suspension	52	26	36	37	35	27
Removal	9	6	17	21	33	29
Other	8	6	4	3	4	5
Duty Hours	23	20	18	8	15	12
Perf. Eval./ Appraisal	90	92	96	100	92	76
Examination/Test	1	1	2	1	1	1
Harassment						
Non-Sexual	303	285	343	351	239	199

Sexual	16	18	14	24	6	15
Medical Examination	8	1	4	0	3	0
Pay including overtime	41	22	30	11	13	20
Promotion/Non-Selection	159	148	124	71	102	82
Reassignment						
Denied	25	14	17	21	17	8
Directed	39	18	20	26	40	16
Reasonable Accommodation Disability	84	68	84	94	78	56
Reinstatement	1	2	0	0	3	4
Religious Accommodation	0	3	4	1	1	2
Retirement	1	3	6	4	11	5
Sex-Stereotyping	0	1	1	1	0	0
Telework	14	29	24	31	20	14
Termination	41	27	36	35	28	24
Terms/Conditions of Employment	166	103	146	135	137	57
Time and Attendance	79	60	67	77	71	42
Training	49	54	40	45	31	17
Other						
User Defined - Other 1	13	5	2	0	1	2
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	198.99	208.54	159.47	173.22	199.27	207.27
Average number of days in final action	106.45	97.55	151.28	36.02	40.67	32.38
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	203.06	212.23	163.50	172.58	207.99	216.45
Average number of days in final action	94.69	69.11	107.15	20.09	29.09	25.95
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	192.70	202.08	153.47	173.78	189.12	190.26
Average number of days in final action	114.36	124.03	182.56	50.85	56.29	40.90
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	57	54	84	83	51	47
Average days pending prior to dismissal	104	111	64	98	66	39
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	35	28	37	30	40	47

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	100	0	0	0	0	1	33
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2020Thru09-30						
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	432	435	435	433	418	366						
Total Complainants	396	410	393	392	365	318						
Number complaints pending												
Investigation	19	15	15	17	16	16						
ROI issued, pending Complainant's action	1	2	0	0	1	0						
Hearing	375	368	410	407	381	332						
Final Agency Action	50	60	27	26	36	27						
Appeal with EEOC Office of Federal Operations	100	112	157	181	215	286						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	15	8	13	21	15	16