

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

USDA (and below)

For 1st Quarter 2017 for period ending December 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	548	544	481	513	530	139
Number of Complainants	530	512	464	498	507	138
Repeat Filers	14	26	13	15	19	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	222	213	243	206	222	68
Color	61	64	73	71	63	20
Religion	24	19	19	24	35	7
Reprisal	289	311	270	297	270	67
Sex	235	213	207	217	206	52
PDA	0	2	3	2	0	0
National Origin	65	59	74	70	47	15

Equal Pay Act	3	8	4	2	1	1
Age	182	201	183	184	182	58
Disability	144	150	130	167	157	43
Genetics	2	3	2	2	1	0
Non-EEO	55	42	55	59	39	11
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	25	34	25	35	27	10
Assignment of Duties	100	119	117	119	92	25
Awards	24	24	9	19	9	6
Conversion to Full Time/Perm Status	1	2	1	0	0	0
Disciplinary Action						
Demotion	7	3	5	3	4	0
Reprimand	42	28	23	55	28	11
Suspension	40	30	27	52	26	4
Removal	10	13	7	9	6	6
Other	0	0	0	11	7	3
Duty Hours	16	11	11	23	20	6
Perf. Eval./ Appraisal	64	85	73	90	91	26
Examination/Test	4	1	1	1	1	0
Harassment						
Non-Sexual	310	275	264	305	282	86
Sexual	16	12	20	16	18	1
Medical Examination	5	2	4	8	1	0
Pay including overtime	14	29	39	41	21	6

Promotion/Non-Selection	119	123	111	160	149	39
Reassignment						
Denied	13	19	27	25	14	4
Directed	34	33	43	39	18	5
Reasonable Accommodation Disability	59	63	48	84	69	20
Reinstatement	2	0	0	1	2	0
Religious Accommodation	0	0	0	0	3	2
Retirement	3	2	1	1	4	1
Sex-Stereotyping	0	0	0	0	1	1
Telework	0	0	0	14	29	3
Termination	37	40	34	41	27	8
Terms/Conditions of Employment	91	176	146	167	102	33
Time and Attendance	59	50	32	79	59	8
Training	49	41	33	49	51	13
Other						
User Defined - Other 1	0	0	0	14	5	2
User Defined - Other 2	0	0	0	6	0	0
User Defined - Other 3	0	0	0	1	0	0
User Defined - Other 4	0	0	0	1	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	250.15	242.05	212.08	198.98	208.93	176.22
Average number of days in final action	224.60	165.94	169.31	107.89	97.94	88.05
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	235.29	247.31	217.23	203.04	212.88	184.11						
Average number of days in final action	129.79	119.33	199.47	97.00	69.94	29.91						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	277.51	233.21	204.07	192.70	202.01	169.09						
Average number of days in final action	271.66	187.19	134.58	115.19	124.03	129.84						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	43	67	64	57	57	15						
Average days pending prior to dismissal	140	83	188	88	97	94						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	31	29	32	32	28	2						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		11		7		0	
Without Hearing	16	94	15	79	15	63	5	45	6	86	0	0
With Hearing	1	6	4	21	9	38	6	55	1	14	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012		2013		2014		2015		2016			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
	Total Number Findings	17		19		24		8		7		0
Race	6	35	2	11	6	25	1	13	3	43	0	0
Color	0	0	2	11	1	4	0	0	1	14	0	0
Religion	0	0	0	0	2	8	0	0	0	0	0	0
Reprisal	6	35	6	32	7	29	4	50	4	57	0	0
Sex	2	12	5	26	2	8	0	0	3	43	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	6	3	16	5	21	1	13	0	0	0	0
Equal Pay Act	0	0	0	0	1	4	0	0	0	0	0	0
Age	4	24	6	32	2	8	1	13	0	0	0	0
Disability	6	35	6	32	8	33	7	88	2	29	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	3	16	2	8	0	0	0	0	0	0
Findings After Hearing	1		4		9		6		1		0	
Race	0	0	2	50	4	44	1	17	1	100	0	0
Color	0	0	2	50	1	11	0	0	0	0	0	0
Religion	0	0	0	0	2	22	0	0	0	0	0	0
Reprisal	1	100	0	0	4	44	3	50	1	100	0	0
Sex	0	0	1	25	2	22	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	2	22	1	17	0	0	0	0
Equal Pay Act	0	0	0	0	1	11	0	0	0	0	0	0

Age	0	0	3	75	1	11	1	17	0	0	0	0
Disability	0	0	1	25	0	0	5	83	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	2	50	1	11	0	0	0	0	0	0
Findings Without Hearing	16		15		15		2		6		0	
Race	6	38	0	0	2	13	0	0	2	33	0	0
Color	0	0	0	0	0	0	0	0	1	17	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	5	31	6	40	3	20	1	50	3	50	0	0
Sex	2	13	4	27	0	0	0	0	2	33	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	6	3	20	3	20	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	4	25	3	20	1	7	0	0	0	0	0	0
Disability	6	38	5	33	8	53	2	100	2	33	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	7	1	7	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		19		24		8		7		0	
Appointment/Hire	0	0	2	11	0	0	0	0	0	0	0	0
Assignment of Duties	2	12	0	0	3	13	0	0	1	14	0	0
Awards	0	0	0	0	1	4	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	1	4	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	13	2	29	0	0
Suspension	0	0	2	11	1	4	0	0	1	14	0	0
Removal	0	0	1	5	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	1	14	0	0
Perf. Eval./ Appraisal	3	18	0	0	1	4	1	13	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	47	5	26	8	33	3	38	2	29	0	0
Sexual	1	6	1	5	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	1	6	0	0	1	4	0	0	0	0	0	0
Promotion/Non-Selection	1	6	4	21	5	21	0	0	2	29	0	0
Reassignment												
Denied	1	6	0	0	0	0	0	0	0	0	0	0
Directed	1	6	1	5	2	8	0	0	0	0	0	0
Reasonable Accommodation Disability	4	24	3	16	5	21	4	50	1	14	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	1	6	3	16	6	25	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	11	3	13	0	0	2	29	0	0
Time and Attendance	3	18	2	11	0	0	1	13	0	0	0	0
Training	0	0	0	0	1	4	0	0	0	0	0	0

Directed	0	0	0	0	2	22	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	25	0	0	2	33	0	0	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	1	25	0	0	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	1	100	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
Findings Without Hearing	16		15		15		2		6		0	
Appointment/Hire	0	0	1	7	0	0	0	0	0	0	0	0
Assignment of Duties	2	13	0	0	1	7	0	0	0	0	0	0
Awards	0	0	0	0	1	7	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	1	7	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	2	33	0	0	0
Suspension	0	0	2	13	1	7	0	0	1	17	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										2017Thru12-31	
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	883	956	938	473	472							778
Total Complainants	798	885	482	436	446							710
Number complaints pending												
Investigation	37	28	35	20	18							116
ROI issued, pending Complainant's action	5	1	3	1	2							20
Hearing	342	399	520	415	401							540
Final Agency Action	80	68	50	39	47							92
Appeal with EEOC Office of Federal Operations	10	11	61	104	116							138
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	88	85	190	19	10							18