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

USDA (and below)

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

			Cor	nparati	ive Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2020Thru09-30
	2015	2016	2017	2018	2019	20201 IITu09-30
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 Dosis			Com	parativ	e Data	ı
Complaints by Basis	Pre	evious	Fiscal Y	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	2020Thru09- 30
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
			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	2020Thru09- 30
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

				Co	omp	ar	ative I	Data	
Processing Time		Previo	us F	isca	al Y	ear	· Data		2020Thru09-
	2015	2016		201	7	2	018	2019	30
Complaints pending during	g fiscal y	ear							
Average number of days in investigation	198.99	208.5	4 1	59.	47	17	73.22	199.27	207.27
Average number of days in final action	106.45	97.55	5 1	51.	28	3	6.02	40.67	32.38
Complaint pending during	fiscal ye	ar when	e he	arii	ng w	as	reques	sted	1
Average number of days in investigation	203.06	216.45							
Average number of days in final action	94.69	69.11	. 1	07.	15	2	0.09	29.09	25.95
Complaint pending during	fiscal ye	ar when	e he	arii	ing was		not re	quested	
Average number of days in investigation	192.70	202.0	8 1	53.	47	17	73.78	189.12	190.26
Average number of days in final action	114.36	124.0	3 1	82.	56	5	0.85	56.29	40.90
					C	om	parat	ive Data	
Complaints Dismissed Agency	d by	Pre	eviou	us F	Fisca	al Y	Year D	ata	2020Thru09-
8 V		2015	201	6	201	7	2018	2019	30
Total Complaints Dismiss Agency	ed by	57	54	Į.	84	Ļ	83	51	47
Average days pending prid dismissal	or to	o 104 111 64 98 66					66	39	
Con	plaints Withdrawn by Complainants								
Total Complaints Withdra Complainants	wn by	35	28	3	37	,	30	40	47

							(Com	ıpa	rative	Da	ıta		
Total Final Agency			P	rev	iou	ıs F	is	cal	Yea	ır Dat	ta		2020TI	1ru09-
Actions Finding Discrimination		20	15	20)16		20	17	2	2018	20	019	30	0
		#	%	#	%	, #	#	%	#	%	#	%	#	%
Total Number Findings		8		7		3	3		1		3		10	
Without Hearing		2	25	6	86	5	1	33	0	0	1	33	3	30
With Hearing		6	75	1	14	1 2	2	67	1	100	2	67	7	70
Findings of							Co	mp	ara	l				
Discrimination Rendered by Basis		Previous Fiscal Year							Data			2020T	hru09-	
Note: Complaints can	2	2015 2016					01	7	2	018	2	019	3	0
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	9/	6	#	Q	%	#	%	#	%	#	%	
Total Number Findings	8		7			3			1		3		10	
Race	1	13	3	4.	3	2	ϵ	57	0	0	1	33	2	20
Color	0	0	1	1	4	0		0	0	0	1	33	1	10
Religion	0	0	0	()	0		0	0	0	0	0	0	0
Reprisal	4	50	4	5	7	1	3	33	1	100	2	67	6	60
Sex	0	0	3	4	3	0		0	1	100	1	33	5	50
PDA	0	0	0	()	0		0	0	0	0	0	0	0
National Origin	1	13	0	()	0		0	0	0	0	0	0	0
Equal Pay Act	0	0	0	()	0		0	0	0	0	0	0	0
Age	1	13	0	()	1	3	33	0	0	0	0	0	0
Disability	7	88	2	2	9	0		0	0	0	2	67	2	20
Genetics	0	0	0	()	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		7	
Race	1	17	1	100	2	100	0	0	0	0	2	29
Color	0	0	0	0	0	0	0	0	0	0	1	14
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	50	1	100	0	0	1	100	1	50	5	71
Sex	0	0	1	100	0	0	1	100	0	0	5	71
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	1	14
Findings Without Hearing	2		6		1		0		1		3	
Race	0	0	2	33	0	0	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	100	0	0	1	100	1	33
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	2	67	
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	ì			
Findings of Discrimination			Pre	evious	Fis	cal Y	ear	Data			2020T	hru09-	
Rendered by Issue	2	2015 2016 2017 2018 2019									30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	8		7		3		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	67	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	2	67	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	1	10
Termination	0	0	0	0	1	33	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	2	29	1	33	0	0	0	0	3	30
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	1	10
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		7	
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	2	29
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	1	14
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	1	14
Perf. Eval./ Appraisal	1	17	0	0	0	0	0	0	1	50	2	29
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	4	57
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	1	14
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	1	14
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	2	29
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	1	14
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	2		6		1		0		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	100	0	0	0	0	1	33
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	1	33
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	1	33
Promotion/Non- Selection	0	0	2	33	1	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												
71 <i>U</i>	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
						(Com	parat	tive	Data		
Pending Complaints Filed in Previous Fiscal Years by Status				Previous Fiscal Year Data 2020Thru								
revious riscar rears by Status				Pre	viot	ıs Fis	cal	Year l	Dat	ta	2020TI	1ru09-
	•	tatus	2	2015	viot 201		cal `	Year 1		ta 2019	2020TI	
Total complaints from pr						6 20		1	3 2			0
<u> </u>			4	2015	201	6 20	17	2018	3 2	2019	3	0 56
Fiscal Years	revio	ous	4	432	43:	6 20	35	433	3 2	2019 418	36	0 56
Fiscal Years Total Complainants	revio	ous	4	432	43:	6 20 5 4	35	433	3 2	2019 418	36	0 66 8
Fiscal Years Total Complainants Number complaints per	revio	ous	4	432	201 43: 410	6 20 5 4 0 3	35 93	2018 433 392	3 2	2019 418 365	36	0 66 8 6
Fiscal Years Total Complainants Number complaints per Investigation ROI issued, pending	revio	ous	2	432 396	43: 410	6 20 5 4 0 3	335 93 .5	2018 433 392	3 2	2019 418 365	36	66 8
Fiscal Years Total Complainants Number complaints per Investigation ROI issued, pending Complainant's action	ndin	ous		432 396	43: 410 15	6 20 5 4 0 3	93 93 0	2018 433 392 17 0	3 2	2019 418 365 16	36	66 8 6 0

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