

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

USDA (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	530	561	522	436	394	79
Number of Complainants	507	531	497	414	381	78
Repeat Filers	19	24	21	18	11	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	222	243	216	195	170	31
Color	63	75	85	93	59	12
Religion	35	35	28	35	18	3
Reprisal	270	312	315	256	224	39
Sex	206	216	229	171	168	25
PDA	0	2	2	2	3	1

National Origin	47	67	68	58	46	14
Equal Pay Act	1	8	13	7	6	3
Age	182	208	155	157	144	28
Disability	157	185	195	170	140	22
Genetics	1	1	0	3	3	0
Non-EEO	39	55	40	37	38	7
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	27	40	24	17	31	7
Assignment of Duties	92	87	83	72	58	8
Awards	9	18	14	8	7	3
Conversion to Full Time/Perm Status	0	3	1	0	0	0
Disciplinary Action						
Demotion	4	4	3	1	4	0
Reprimand	28	45	43	39	0	3
Suspension	26	36	37	33	0	6
Removal	6	17	21	32	29	3
Other	7	4	3	3	6	2
Duty Hours	20	18	8	15	0	0
Perf. Eval./ Appraisal	91	94	98	89	0	12
Examination/Test	1	2	1	1	0	0
Harassment						
Non-Sexual	282	343	351	239	0	37

Sexual	18	13	24	6	0	1
Medical Examination	1	4	0	3	0	0
Pay including overtime	21	30	11	13	0	0
Promotion/Non-Selection	149	124	71	100	0	17
Reassignment						
Denied	14	17	21	17	0	4
Directed	18	20	26	39	0	2
Reasonable Accommodation Disability	69	84	94	74	0	7
Reinstatement	2	0	0	3	0	0
Religious Accommodation	3	4	1	1	0	1
Retirement	4	5	4	11	0	1
Sex-Stereotyping	1	1	1	0	0	0
Telework	29	25	31	20	0	1
Termination	27	36	35	25	0	5
Terms/Conditions of Employment	102	146	135	136	0	15
Time and Attendance	59	67	77	68	0	4
Training	51	40	45	30	0	6
Other						
User Defined - Other 1	5	2	0	1	0	1
User Defined - Other 2	0	1	0	0	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					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	208.93	159.35	173.22	199.95	208.25	154.59
Average number of days in final action	97.94	165.64	36.78	41.00	32.69	35.73
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	212.88	163.69	172.58	208.32	218.27	153.81
Average number of days in final action	69.94	108.76	20.90	29.65	26.09	23.44
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	202.01	152.87	173.78	189.03	191.37	156.36
Average number of days in final action	124.03	205.66	50.90	55.94	41.27	48.64
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	57	82	84	51	46	2
Average days pending prior to dismissal	97	66	20	66	40	29
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	28	37	28	32	46	10

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	2	33	0	0	0	0	1	100	0	0	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 of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		4		1		3		10		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	14	2	50	0	0	0	0	3	30	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	2	29	0	0	0	0	0	0	1	10	0	0
Suspension	1	14	0	0	0	0	1	33	0	0	0	0
Removal	0	0	0	0	0	0	1	33	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	14	0	0	0	0	0	0	1	10	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	1	33	2	20	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	29	0	0	0	0	3	100	5	50	0	0
Sexual	0	0	0	0	1	100	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	2	33	1	50	0	0	0	0	0	0	0	0
Time and Attendance	0	0	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					2021Thru12-31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	472	464	453	461	375	542
Total Complainants	446	421	410	406	328	474
Number complaints pending						
Investigation	18	16	17	18	18	53
ROI issued, pending Complainant's action	2	0	0	1	0	12
Hearing	401	427	426	419	330	429
Final Agency Action	47	25	24	33	30	54
Appeal with EEOC Office of Federal Operations	116	192	231	274	351	311

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	10	8	21	17	17	15