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

USDA (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

			Cor	nparati	ive Data	a
Complaint Activity	Pr	evious	2023Thru03-31			
	2018	2019	2020	2021	2022	2025 I II ru05-51
Number of Complaints Filed	522	436	394	342	264	142
Number of Complainants	497	414	381	323	256	140
Repeat Filers	21	18	11	17	8	2

Complaints by Basis			Com	parativ	ve Data	ı
Complaints by Dasis	Pro	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.	2018	2019	2020	2021	2022	2023Thru03- 31
Race	216	195	170	142	86	65
Color	85	93	59	52	35	17
Religion	28	35	18	16	35	17
Reprisal	315	256	224	162	122	63
Sex	229	171	168	111	79	44
PDA	2	2	3	3	1	0

National Origin	68	58	46	41	20	22
Equal Pay Act	13	7	6	6	4	4
Age	155	157	144	96	69	35
Disability	195	170	140	103	122	56
Genetics	0	3	3	2	5	2
Non-EEO	40	37	38	29	21	17
			Com	parativ	ve Data	1
Complaints by Issue	Pro	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023Thru03- 31
Appointment/Hire	24	17	31	26	11	7
Assignment of Duties	83	72	58	34	11	7
Awards	14	8	7	7	4	1
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action			-	-	-	
Demotion	3	1	4	0	1	1
Reprimand	43	39	0	14	0	0
Suspension	37	33	0	19	15	5
Removal	21	32	29	7	9	6
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	3	3	6	0	23	17
Other 2	0	0	0	0	0	0
Duty Hours	8	15	0	5	0	0
Perf. Eval./ Appraisal	98	89	0	44	26	10
Examination/Test	1	1	0	2	0	0

Non-Sexual	351	239	0	146	122	64
Sexual	24	6	0	5	11	3
Medical Examination	0	3	0	0	1	0
Pay including overtime	11	13	0	4	4	7
Promotion/Non-Selection	71	100	0	68	48	18
Reassignment					•	
Denied	21	17	0	11	4	0
Directed	26	39	0	19	3	5
Reasonable Accommodation Disability	94	74	0	35	32	25
Reinstatement	0	3	0	1	0	0
Religious Accommodation	1	1	0	1	52	24
Retirement	4	11	0	3	0	0
Sex-Stereotyping	1	0	0	0	0	0
Telework	31	20	0	2	4	1
Termination	35	25	0	28	24	11
Terms/Conditions of Employment	135	136	0	56	0	0
Time and Attendance	77	68	0	27	13	11
Training	45	30	0	19	9	4
Other Terms/Conditions of Employment	0	0	0	0	94	33
User Defined - Other 1	0	1	0	4	0	0
User Defined - Other 2	0	0	0	1	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				C	omp	ar	ative l	Data	
Processing Time		Previo	us l	Fisc	al Y	eai	· Data		2023Thru03-
	2018	2019		202	20	2	021	2022	31
Complaints pending during	g fiscal ye	ear							
Average number of days in investigation	173.22	199.9	5	208.25		15	57.95	156.07	170.45
Average number of days in final action	36.78	41.00		32.69 3		3	5.83	34.18	83.94
Complaint pending during	fiscal ye	ar whei	re h	eari	ng w	as	reque	sted	1
Average number of days in investigation	172.58	208.3	2	218	.27	16	66.19	170.42	151.87
Average number of days in final action	20.90	29.65	5	26.	09	1	8.22	19.54	45.61
Complaint pending during	fiscal ye	year where hearing was not requested							
Average number of days in investigation	173.78	189.0	3	191.37		149.99		144.37	142.97
Average number of days in final action	50.90	55.94	1	41.	27 53.54		3.54	58.59	115.33
					C	om	parat	ive Data	l
Complaints Dismissed Agency	d by	Pre	evio	ous l	Fisca	al Y	Year I	Data	2023Thru03-
		2018	20	19	202	20	2021	2022	31
Total Complaints Dismisso Agency	ed by	84	5	51	46	5	22	37	20
Average days pending prid	or to	20		66 4		0 532		68	66
Com	plaints V	Withdr	aw	n by	v Co	mp	olaina	nts	
Total Complaints Withdra Complainants	wn by	28	3	32	46	5	18	19	9

							Com	ıpaı	rative	Data	1		
Total Final Agency				Pr	eviou	ıs Fi	scal	Yea	r Dat	a		2023T	hru03-
Actions Finding Discrimination		201	18	1	2019	20	020	7	2021	20)22	3	1
	:	#	%	#	£ %	#	%	#	%	#	%	#	%
Total Number Findings		1		3	3	10		1		10		10	
Without Hearing		0 0			. 33	3	30	0	0	2	20	10	100
With Hearing		1 1	.00	2	2 67	7	70	1	100	8	80	0	0
Findings of						(Comp	para	ative l	Data			
Discrimination Rendered by Basis			l	Pre	eviou	s Fis	cal Y	Zea1	r Data	1		2023T	hru03-
Note: Complaints can	2	018		20)19	20	20	2	021	20	22		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	, 3	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1			3		10		1		10		10	
Race	0	0		1	33	2	20	0	0	2	20	2	20
Color	0	0		1	33	1	10	0	0	2	20	0	0
Religion	0	0		\int	0	0	0	0	0	0	0	0	0
Reprisal	1	100	$0 \mid 2$	2	67	6	60	1	100	8	80	2	20
Sex	1	100	$\int C$	1	33	5	50	0	0	4	40	2	20
PDA	0	0	(\int	0	0	0	0	0	0	0	0	0
National Origin	0	0		О	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	2	20	2	20
Disability	0	0	,	2	67	2	20	1	100	4	40	4	40
Genetics	0	0	(\int	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	1	10	0	0	0	0	2	20
Findings After Hearing	1		2		0		1		8		0	
Race	0	0	0	0	0	0	0	0	2	25	0	0
Color	0	0	0	0	0	0	0	0	1	13	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	1	50	0	0	1	100	6	75	0	0
Sex	1	100	0	0	0	0	0	0	2	25	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	2	25	0	0
Disability	0	0	1	50	0	0	1	100	3	38	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	0		1		3		0		2		10	
Race	0	0	1	100	0	0	0	0	0	0	2	20
Color	0	0	1	100	0	0	0	0	1	50	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	2	100	2	20
Sex	0	0	1	100	0	0	0	0	2	100	2	20
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	2	20	
Disability	0	0	1	100	0	0	0	0	1	50	4	40	
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	2	20	
							Con	ınarı	ativa	e Data	1		
				Comparative Data Previous Fiscal Year Data							ļ.	23Thru03-	
Pending Complaint Previous Fiscal Years				Pro	evious	s Fi						hru03-	
Pending Complaint Previous Fiscal Years				Pro 2018	evious 2019				· Da				
<u> </u>	by S	Statu) 2	scal	Year	• Da	ta	2023T	1	
Previous Fiscal Years Total complaints from	by S	Statu		2018	2019	2	scal 2020	Year	• Da	ta 2022	2023T	1	
Total complaints from Fiscal Years	previ	Statu		2018 453	2019 461	2	2020 375	Year 202 32	• Da	2022 212	2023TI 3	1	

Number complaints pending						
Investigation	17	18	18	18	15	22
ROI issued, pending Complainant's action	0	1	0	1	0	2
Hearing	426	419	330	303	179	214
Final Agency Action	24	33	30	16	29	25
Appeal with EEOC Office of Federal Operations	231	274	351	298	380	423

			Com	parativ	ve Data	1
Complaint Investigations	Pro	evious]	Fiscal \	Year D	ata	2023Thru03-
	2018	2019	2020	2021	2022	31
Pending Complaints Where Investigations Exceed Required Time Frames	21	17	17	14	15	12