

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

USDA (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	561	522	436	394	342	264
Number of Complainants	531	497	414	381	323	256
Repeat Filers	24	21	18	11	17	8
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	2022Thru09-30
Race	243	216	195	170	142	86
Color	75	85	93	59	52	35
Religion	35	28	35	18	16	35
Reprisal	312	315	256	224	162	122
Sex	216	229	171	168	111	79
PDA	2	2	2	3	3	1

National Origin	67	68	58	46	41	20
Equal Pay Act	8	13	7	6	6	4
Age	208	155	157	144	96	69
Disability	185	195	170	140	103	122
Genetics	1	0	3	3	2	5
Non-EEO	55	40	37	38	29	21
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	40	24	17	31	26	11
Assignment of Duties	87	83	72	58	34	11
Awards	18	14	8	7	7	4
Conversion to Full Time/Perm Status	3	1	0	0	0	0
Disciplinary Action						
Demotion	4	3	1	4	0	1
Reprimand	45	43	39	0	14	0
Suspension	36	37	33	0	19	15
Removal	17	21	32	29	7	9
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	4	3	3	6	0	23
Other 2	0	0	0	0	0	0
Duty Hours	18	8	15	0	5	0
Perf. Eval./ Appraisal	94	98	89	0	44	26
Examination/Test	2	1	1	0	2	0

Harassment						
Non-Sexual	343	351	239	0	146	122
Sexual	13	24	6	0	5	11
Medical Examination	4	0	3	0	0	1
Pay including overtime	30	11	13	0	4	4
Promotion/Non-Selection	124	71	100	0	68	48
Reassignment						
Denied	17	21	17	0	11	4
Directed	20	26	39	0	19	3
Reasonable Accommodation Disability	84	94	74	0	35	32
Reinstatement	0	0	3	0	1	0
Religious Accommodation	4	1	1	0	1	52
Retirement	5	4	11	0	3	0
Sex-Stereotyping	1	1	0	0	0	0
Telework	25	31	20	0	2	4
Termination	36	35	25	0	28	24
Terms/Conditions of Employment	146	135	136	0	56	0
Time and Attendance	67	77	68	0	27	13
Training	40	45	30	0	19	9
Other Terms/Conditions of Employment	0	0	0	0	0	94
User Defined - Other 1	2	0	1	0	4	0
User Defined - Other 2	1	0	0	0	1	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					2022Thru09-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	159.35	173.22	199.95	208.25	157.95	156.07
Average number of days in final action	165.64	36.78	41.00	32.69	35.83	34.18
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	163.69	172.58	208.32	218.27	166.19	170.42
Average number of days in final action	108.76	20.90	29.65	26.09	18.22	19.54
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	152.87	173.78	189.03	191.37	149.99	144.37
Average number of days in final action	205.66	50.90	55.94	41.27	53.54	58.59
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	82	84	51	46	22	37
Average days pending prior to dismissal	66	20	66	40	532	68
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	37	28	32	46	18	19

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022Thru09-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		1		3		10		1		10	
Without Hearing	3	60	0	0	1	33	3	30	0	0	2	20
With Hearing	2	40	1	100	2	67	7	70	1	100	8	80
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022Thru09-30	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
<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	4		1		3		10		1		10	
Race	3	75	0	0	1	33	2	20	0	0	2	20
Color	0	0	0	0	1	33	1	10	0	0	2	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	25	1	100	2	67	6	60	1	100	8	80
Sex	0	0	1	100	1	33	5	50	0	0	4	40
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	1	25	0	0	0	0	0	0	0	0	2	20
Disability	0	0	0	0	2	67	2	20	1	100	4	40
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	10	0	0	0	0

