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

## **USDA** (and below)

For 2nd Quarter 2022 for period ending March 31, 2022

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2022Thru03-31
	2017	2018	2019	2020	2021	20221 III u03-31
Number of Complaints Filed	561	522	436	394	342	127
Number of Complainants	531	497	414	381	323	125
Repeat Filers	24	21	18	11	17	2

Complaints by Dosis			Com	parativ	ve Data	1
Complaints by Basis	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.	2017	2018	2019	2020	2021	2022Thru03- 31
Race	243	216	195	170	142	44
Color	75	85	93	59	52	18
Religion	35	28	35	18	16	19
Reprisal	312	315	256	224	162	53
Sex	216	229	171	168	111	43
PDA	2	2	2	3	3	0

National Origin	67	68	58	46	41	10
Equal Pay Act	8	13	7	6	6	1
Age	208	155	157	144	96	30
Disability	185	195	170	140	103	53
Genetics	1	0	3	3	2	3
Non-EEO	55	40	37	38	29	10
			Com	parativ	ve Data	l
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.	2017	2018	2019	2020	2021	2022Thru03- 31
Appointment/Hire	40	24	17	31	26	3
Assignment of Duties	87	83	72	58	34	14
Awards	18	14	8	7	7	3
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	3
Suspension	36	37	33	0	19	7
Removal	17	21	32	29	7	5
Duty Hours	18	8	15	0	5	4
Perf. Eval./ Appraisal	94	98	89	0	44	14
Examination/Test	2	1	1	0	2	1
Harassment						
Non-Sexual	343	351	239	0	146	57
Sexual	13	24	6	0	5	6

Complaints pending during			201	_   _			
Processing Time	2017	Previou 2018	s Fisca		Data 020	2021	2022Thru03- 31
				mpara		<b>Data</b>	I
User Defined - Other	4	0	0	0	0	0	0
User Defined - Other	3	0	0	0	0	0	0
User Defined - Other	2	1	0	0	0	1	1
User Defined - Other	1	2	0	1	0	4	4
Other							
Training		40	45	30	0	19	6
Time and Attendance		67	77	68	0	27	3
Terms/Conditions of Empl	oyment	146	135	136	0	56	24
Termination		36	35	25	0	28	14
Telework		25	31	20	0	2	1
Sex-Stereotyping		1	1	0	0	0	0
Retirement		5	4	11	0	3	2
Religious Accommodation	l	4	1	1	0	1	4
Reinstatement		0	0	3	0	1	0
Reasonable Accommodation Disability	on	84	94	74	0	35	12
Directed		20	26	39	0	19	1
Denied		17	21	17	0	11	1
Reassignment		1	ı	<u> </u>	-	I	1
Promotion/Non-Selection		124	71	100	0	68	25
Pay including overtime		30	11	13	0	4	2
Medical Examination		4	0	3	0	0	0

Average number of days in investigation	159	0.35	17	3.22	199	9.95	20	8.25	15	57.95	1	53.61
Average number of days in final action	165	5.64	36	5.78	41	.00	32	2.69	3.	5.83	2	41.02
Complaint pending during	fisca	al ye	ar w	here	hear	ing v	vas :	reque	ste	d		
Average number of days in investigation	163	3.69	17	2.58	208	3.32	21	8.27	16	66.19	1	64.82
Average number of days in final action	108	3.76	20	).90	29	.65	26	5.09	1	8.22	2	26.74
Complaint pending during	fisca	al ye	ar w	here	hear	ing v	vas :	not re	eque	ested		
Average number of days in investigation	152	2.87	87   173.78   189.03   191.37   149.99   147.7									47.71
Average number of days in final action	205	5.66	50	).90	55	.94	4]	.27	5.	3.54	(	60.16
		Comparative D							Data	ata		
Complaints Dismissed Agency	by			Prev	ious	Fisc	al Y	ear l	Dat	a	2022	Thru03-
rageney			201	17 2	2018	20	19	2020	2	2021		31
Total Complaints Dismisse Agency	d by	7	82	2	84	5	1	46		22		13
Average days pending prio dismissal	r to		60	5	20	6	6	6 40		532		32
Com	plai	nts \	With	ndra	wn b	y Co	mp	laina	nts			
Total Complaints Withdray Complainants	vn b	у	37	7	28	3.	2	46		18		10
		Comparative Data										
Total Final Agency Actions Finding			Pre	eviou	s Fis	cal \	Year	· Dat	a		2022	Thru03-
Discrimination	20	)17	2	018	20	19	20	20	2	021		31
	#	%	# %		#	%	#	%	#	%	#	%
Total Number Findings	5		1		3		10		1		7	
Without Hearing	3	60	0 0		1	33	3	30	0	0	0	0

With Hearing	,	2 40	1	100	2	67	7	70	1	100	7	100
Findings of					(	Comp	arat	ive I	ata	ı		
Discrimination Rendered by Basis			Pre	evious	Fis	cal Y	ear l	Data			2022	Thru03-
Note: Complaints can	2	017	2	018	2	019	20	20	2	021		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		3		10		1		7	
Race	3	75	0	0	1	33	2	20	0	0	1	14
Color	0	0	0	0	1	33	1	10	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	14
Reprisal	1	25	1	100	2	67	6	60	1	100	4	57
Sex	0	0	1	100	1	33	5	50	0	0	1	14
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	1	14
Disability	0	0	0	0	2	67	2	20	1	100	2	29
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
	ı		ı				I		ı		I	
Findings After Hearing	2		1		2		0		1		7	
Race	2	100	0	0	0	0	0	0	0	0	1	14
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	14

Reprisal	0	0	1	100	1	50	0	0	1	100	4	57
Sex	0	0	1	100	0	0	0	0	0	0	1	14
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	50	0	0	0	0	0	0	0	0	1	14
Disability	0	0	0	0	1	50	0	0	1	100	2	29
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	2		0		1		3		0		0	
Race	1	50	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	1	100	0	0	0	0	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	0	0	0	0	1	100	0	0	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

					(	Comp	arat	ive I	)ata	ì		
Findings of			Pre	evious	Fis	scal Y	ear l	Data			2022	Thru03-
Discrimination Rendered by Issue	2	017	2	018	2	019	20	20	2	021		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		3		10		1		7	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	50	0	0	0	0	3	30	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	0	0	0	0	0	0	1	10	0	0	0	0
Suspension	0	0	0	0	1	33	0	0	0	0	0	0
Removal	0	0	0	0	1	33	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	10	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	33	2	20	0	0	1	14
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	3	100	5	50	1	100	4	57
Sexual	0	0	1	100	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	1	33	1	10	0	0	0	0
Promotion/Non- Selection	3	75	0	0	0	0	1	10	0	0	2	29

Denied	0	0	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	2	67	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	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	25	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	25	0	0	0	0	0	0	0	0	2	29
Time and Attendance	0	0	1	100	0	0	0	0	0	0	1	14
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 After Hearing	2		1		2		0		1		7	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	50	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	50	0	0	0	0	1	14
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											•	
Non-Sexual	0	0	0	0	2	100	0	0	1	100	4	57
Sexual	0	0	1	100	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	1	50	0	0	0	0	0	0
Promotion/Non- Selection	1	50	0	0	0	0	0	0	0	0	2	29
Reassignment												
Denied	0	0	1	100	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	50	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	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	50	0	0	0	0	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	1	100	0	0	0	0	0	0	1	14
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		0		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	100	0	0	0	0	0	0

Duty Hours	0	0	0	0	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		ı			1	ı	ı	I		ı	ı	I
Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
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	0	0
Promotion/Non- Selection	2	100	0	0	0	0	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	0	0	0	0	1	100	0	0	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	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	50	0	0	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												

2017   2018   2019   2020   2021   31															
User Defined - Other 3	10101			0	0	0	(	) (	)	0	0	0	0	0	
Comparative Data   Comparative		0	0	0	0	0	(	) (	)	0	0	0	0	0	
Comparative Data   Comparative Data   Previous Fiscal Years by Status   Previous Fiscal Year Data   2022Thr   2017   2018   2019   2020   2021   31	$+\Omega+\Omega+\Omega$			0	0	0	(	) (	)	0	0	0	0	0	
Previous Fiscal Year Data   2022Thr   2017   2018   2019   2020   2021   31		0	0	0	0	0	(	) (	)	0	0	0	0	0	
Previous Fiscal Years by Status   2017   2018   2019   2020   2021   31			Comparative Data												
2017   2018   2019   2020   2021   31					Previous Fiscal Year Data								2022Thru03-		
Fiscal Years         404         433         461         373         324         363           Total Complainants         421         410         406         328         285         310           Number complaints pending         16         17         18         18         18         24           ROI issued, pending Complainant's action         0         0         1         0         1         7           Hearing         427         426         419         330         303         305           Final Agency Action         25         24         33         30         16         36           Appeal with EEOC Office of Federal Operations         192         231         274         351         298         343    Comparative Data				2	2017	201	8	2019		2020		2021	-		
Investigation   16   17   18   18   18   24					464	453	3	461		375		324	365		
Investigation   16   17   18   18   18   24	Total Complainants				421	410	)	406		328		285	310		
ROI issued, pending Complainant's action         0         0         1         0         1         7           Hearing         427         426         419         330         303         305           Final Agency Action         25         24         33         30         16         36           Appeal with EEOC Office of Federal Operations         192         231         274         351         298         343           Comparative Data	Number complaints pe	ndin	g												
Complainant's action	Investigation				16	17		18		18		18	24		
Final Agency Action 25 24 33 30 16 36  Appeal with EEOC Office of Federal Operations 192 231 274 351 298 343  Comparative Data  Comparative Data					0	0		1		0		1	7		
Appeal with EEOC Office of Federal Operations 192 231 274 351 298 343  Comparative Data  Comparative Data	Hearing			4	427	426		419		330		303	305		
Federal Operations  192   231   274   331   298   343  Comparative Data  Complaint Investigations  Provious Fixed Veer Data	Final Agency Action				25	24		33		30		16	36		
Complaint Investigations Proving Figal Very Date					192	231	27		4 351			298	343		
Complaint Investigations Previous Fiscal Year Data 2022The					Comparative Data										
1 2022 I III	<b>Complaint Investigations</b>				Previous Fiscal Year Data 2022Thru03-										
2017   2018   2019   2020   2021   31					2017	2018		2019		2020	2020 2021		31		
Pending Complaints Where Investigations Exceed Required 8 21 17 17 14 17 Time Frames	Investigations Exceed Required				8	21		17		17		14		17	