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											
	Pr	evious	2022Th00 20									
	2017	2018	2019	2020	2021	2022Thru09-30						
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 Rosis		Comparative Data											
Complaints by Basis	Pro	evious]											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	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						
	Comparative Data											
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	2022Thru09- 30						
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

	Comparative Data										
Processing Time		Previo	us F	'isca	al Y	eai	· Data		2022Thru09-		
	2017	2018	3 :	2019 2020			020	2021	30		
Complaints pending during	g fiscal y	ear									
Average number of days in investigation	159.35	173.2	2 1	99.	95	20	08.25	157.95	156.07		
Average number of days in final action	165.64	36.78	3 4	41.00		32.69		35.83	34.18		
Complaint pending during	fiscal ye	ar whe	re he	earii	ng w	as	reques	sted			
Average number of days in investigation	163.69	172.5	8 2	208.	32	21	8.27	166.19	170.42		
Average number of days in final action	108.76	20.90) 2	29.65		26.09		18.22	19.54		
Complaint pending during	fiscal ye	ar whe	re he	earii	ng w	/as	not re	quested			
Average number of days in investigation	152.87	173.7	8 1	189.03		191.37		149.99	144.37		
Average number of days in final action	205.66	50.90) :	55.94		4 41.27		53.54	58.59		
					C	om	parati	ive Data	l		
Complaints Dismissed Agency	d by	Pre	eviou	us F	isca	al Y	Year D	ata	2022Thru09-		
, , , , , , , , , , , , , , , , , , ,		2017	201	18	201	9	2020	2021	30		
Total Complaints Dismiss Agency	ed by	82	84	1	51		46	22	37		
Average days pending prior to dismissal		66	20)	66		40	532	68		
Con	plaints V	Withdr	awn	by	Co	mp	lainar	nts			
Total Complaints Withdra Complainants	Total Complaints Withdrawn by)	46	18	19		

							Com	para	tive	Da	ta		
Total Final Agency				Pr	eviou	s Fi	scal \	Year	2022Thru09-				
Actions Finding Discrimination		201	7	2	2018	2	2019		2020		021	30	
	i	# 9	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		5		1		3		10		1		10	
Without Hearing		3 6	60	0	0	1	33	3	30	0	0	2	20
With Hearing		2 4	10	1	100	2	67	7	70	1	100	8	80
Findings of		Comparative Data											
Discrimination Rendered by Basis]	Pre	vious	Fis	scal Y	ear]	Data			20227	Shru09-
Note: Complaints can	2	017		2	018	2	019	20	20	2	2021		30
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		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	5	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	5	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

Findings After Hearing	2		1		2		0		1		8	
Race	2	100	0	0	0	0	0	0	0	0	2	25
Color	0	0	0	0	0	0	0	0	0	0	1	13
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	1	50	0	0	1	100	6	75
Sex	0	0	1	100	0	0	0	0	0	0	2	25
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	2	25
Disability	0	0	0	0	1	50	0	0	1	100	3	38
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		2	
Race	1	50	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	1	100	0	0	0	0	1	50
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	0	0	1	100	0	0	0	0	2	100
Sex	0	0	0	0	1	100	0	0	0	0	2	100
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	1	50
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