

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

USDA (and below)

For 2nd Quarter 2012 for period ending March 31, 2012

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	547	548	529	478	527	268
Number of Complainants	487	417	394	466	511	265
Repeat Filers	33	50	21	7	12	3

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Race	187	222	181	171	227	97
Color	44	43	44	23	36	21
Religion	21	22	13	16	23	10
Reprisal	267	283	251	195	259	130
Sex	182	197	181	164	215	112
National Origin	42	50	61	51	61	31

Equal Pay Act	9	7	3	2	4	1
Age	186	173	169	164	199	86
Disability	105	100	93	101	112	65
Non-EEO	24	38	34	43	44	33
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	35	30	20	23	41	14
Assignment of Duties	59	57	78	56	71	34
Awards	10	29	20	13	21	7
Conversion to Full-time	0	0	0	1	0	1
Disciplinary Action						
Demotion	4	3	4	5	3	2
Reprimand	15	16	25	15	27	16
Suspension	19	28	23	28	23	17
Removal	8	8	7	6	5	2
Other	15	6	11	10	16	11
Duty Hours	7	9	9	5	5	7
Evaluation Appraisal	42	78	65	63	71	26
Examination/Test	2	2	2	1	1	1
Harassment						
Non-Sexual	200	241	240	187	231	156
Sexual	19	15	15	13	25	6
Medical Examination	0	0	0	1	1	0

Pay (Including Overtime)	5	10	5	10	14	4
Promotion/Non-Selection	143	139	119	105	140	55
Reassignment						
Denied	7	4	9	5	8	4
Directed	34	23	35	21	22	13
Reasonable Accommodation	40	36	28	35	41	22
Reinstatement	1	1	1	3	1	1
Retirement	4	3	6	1	6	1
Termination	37	16	35	34	41	16
Terms/Conditions of Employment	43	51	49	39	53	24
Time and Attendance	38	42	32	25	34	22
Training	18	40	33	25	35	13
Other	70	50	59	64	76	21
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	271.83	227.10	222.83	315.41	294.97	227.08
Average number of days in final action	434.37	719.32	662.57	421.60	272.74	347.71
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	338.59	231.61	223.48	281.53	285.54	226.16
Average number of days in final action	169.70	231.40	243.21	335.24	95.26	159.53

Total Number Findings	7		8		11		22		30		2	
Race	1	14	0	0	4	36	3	14	2	7	1	50
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	43	6	75	2	18	11	50	9	30	1	50
Sex	3	43	2	25	3	27	4	18	5	17	0	0
National Origin	2	29	0	0	1	9	1	5	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	3	38	6	55	8	36	11	37	0	0
Disability	2	29	0	0	2	18	4	18	10	33	1	50
Non-EEO	0	0	0	0	0	0	1	5	0	0	0	0
Findings After Hearing												
	4		4		2		5		3		1	
Race	1	25	0	0	1	50	2	40	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	25	2	50	1	50	3	60	2	67	1	100
Sex	2	50	1	25	1	50	2	40	0	0	0	0
National Origin	1	25	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	3	75	0	0	3	60	0	0	0	0
Disability	0	0	0	0	0	0	1	20	1	33	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without												
	3		4		9		17		27		1	

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	3	38	1	9	0	0	3	10	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	29	4	50	1	9	10	45	16	53	0	0
Sexual	0	0	1	13	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	1	13	1	9	0	0	1	3	1	50
Promotion/Non-Selection	3	43	0	0	7	64	4	18	6	20	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	2	7	0	0
Directed	0	0	2	25	1	9	1	5	6	20	0	0
Reasonable Accommodation	1	14	0	0	0	0	2	9	4	13	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	1	5	1	3	0	0
Termination	0	0	0	0	0	0	1	5	2	7	0	0
Terms/Conditions of Employment	1	14	0	0	1	9	0	0	2	7	0	0
Time and Attendance	1	14	0	0	0	0	1	5	2	7	1	50
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	13	0	0	2	9	0	0	0	0
Findings After Hearing	4		4		2		5		3		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	25	0	0	0	0	2	67	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	25	0	0	0	0	0	0	0	0
Findings Without Hearing	3		4		9		17		27		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	33	1	25	0	0	1	6	2	7	1	100
Awards	0	0	1	25	0	0	0	0	0	0	0	0
Conversion to Full-time	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	1	33	0	0	1	11	1	6	2	7	0	0
Removal	0	0	0	0	0	0	1	6	0	0	0	0
Other	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
Evaluation Appraisal	0	0	2	50	1	11	0	0	3	11	1	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	25	1	11	8	47	15	56	0	0
Sexual	0	0	1	25	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	11	0	0	1	4	1	100

Promotion/Non-Selection	1	33	0	0	6	67	2	12	6	22	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	2	7	0	0
Directed	0	0	1	25	0	0	1	6	6	22	0	0
Reasonable Accommodation	1	33	0	0	0	0	2	12	4	15	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	1	4	0	0
Termination	0	0	0	0	0	0	1	6	2	7	0	0
Terms/Conditions of Employment	1	33	0	0	1	11	0	0	2	7	0	0
Time and Attendance	1	33	0	0	0	0	1	6	2	7	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	2	12	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2012Thru03-31						
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	1309	1229	1181	937	841	898						
Total Complainants	1027	994	909	696	709	804						
Number complaints pending												
Investigation	48	57	71	80	60	161						
ROI issued, pending Complainant's action	8	5	1	7	12	15						
Hearing	257	282	265	229	294	402						
Final Agency Action	389	291	133	88	77	77						
Appeal with EEOC Office of Federal Operations	20	23	24	28	30	32						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012Thru03-31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	88	107	134	170	147	187