

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

USDA (and below)

For 3rd Quarter 2012 for period ending June 30, 2012

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
Number of Complaints Filed	547	548	529	478	528	392
Number of Complainants	487	417	394	466	512	381
Repeat Filers	33	50	21	7	12	7
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
<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	2012Thru06-30
Race	187	222	181	171	227	154
Color	44	43	44	23	38	39
Religion	21	22	13	16	23	15
Reprisal	267	283	251	195	259	188
Sex	182	197	180	164	216	173
National Origin	42	50	61	51	61	47

Equal Pay Act	9	7	3	2	4	3
Age	186	173	169	164	199	127
Disability	105	100	93	101	113	99
Non-EEO	24	38	34	43	44	43
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
<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	17
Assignment of Duties	59	57	78	56	71	61
Awards	10	29	20	13	22	16
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	26
Suspension	19	28	23	28	23	28
Removal	8	8	7	6	5	3
Other	15	6	11	10	16	18
Duty Hours	7	9	9	5	5	13
Evaluation Appraisal	42	78	65	63	72	35
Examination/Test	2	2	2	1	1	2
Harassment						
Non-Sexual	200	241	241	190	233	223
Sexual	19	15	15	13	24	11
Medical Examination	0	0	0	1	2	2

Pay (Including Overtime)	5	10	5	10	14	5
Promotion/Non-Selection	143	139	119	105	140	83
Reassignment						
Denied	7	4	9	5	8	8
Directed	34	23	35	21	22	19
Reasonable Accommodation	40	36	28	35	41	39
Reinstatement	1	1	1	3	1	1
Retirement	4	3	6	1	6	2
Termination	37	16	35	34	41	25
Terms/Conditions of Employment	43	51	49	39	53	42
Time and Attendance	38	42	32	25	34	38
Training	18	40	33	25	34	25
Other	70	50	58	61	76	36
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	270.18	227.47	222.77	316.38	298.81	228.45
Average number of days in final action	434.37	717.46	661.23	417.56	269.71	346.22
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	338.59	231.69	223.38	282.30	290.47	218.65
Average number of days in final action	169.70	231.40	243.21	327.86	95.26	131.35

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	4		4		10		17		27		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	25	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	25	0	0	1	10	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	10	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	10	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	10	0	0	1	4	1	100

Promotion/Non-Selection	2	50	0	0	7	70	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	25	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	25	0	0	1	10	0	0	2	7	0	0
Time and Attendance	1	25	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					2012Thru06-30						
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	1310	1230	1182	938	843	901						
Total Complainants	1028	995	910	697	710	806						
Number complaints pending												
Investigation	48	57	69	78	55	104						
ROI issued, pending Complainant's action	8	5	1	7	12	4						
Hearing	262	288	271	235	303	378						
Final Agency Action	382	286	126	82	71	73						
Appeal with EEOC Office of Federal Operations	20	23	24	28	30	32						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012Thru06-30
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	86	105	130	166	135	177