

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

USDA (and below)

For 1st Quarter 2012 for period ending December 31, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	545	549	527	476	526	132
Number of Complainants	487	417	394	464	510	131
Repeat Filers	33	50	21	7	12	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	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	2012Thru12-31
Race	186	223	181	171	227	41
Color	44	43	44	23	35	4
Religion	21	22	13	16	23	3
Reprisal	264	282	248	193	255	51
Sex	181	198	178	163	214	56
National Origin	42	50	61	51	60	13

Equal Pay Act	8	8	3	2	4	0
Age	184	172	168	163	197	38
Disability	105	99	91	101	111	32
Non-EEO	24	38	33	43	44	15
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
<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	34	30	20	22	41	8
Assignment of Duties	58	58	80	56	70	16
Awards	10	29	21	13	20	2
Conversion to Full-time	0	0	0	1	0	1
Disciplinary Action						
Demotion	4	3	4	5	3	0
Reprimand	15	16	25	15	28	3
Suspension	19	27	23	28	21	8
Removal	8	8	7	6	5	0
Other	15	6	11	10	15	2
Duty Hours	7	9	9	5	4	3
Evaluation Appraisal	42	77	66	63	70	4
Examination/Test	2	2	2	1	1	0
Harassment						
Non-Sexual	200	241	237	187	228	70
Sexual	19	15	15	13	25	3
Medical Examination	0	0	0	1	0	0

Pay (Including Overtime)	5	10	5	10	14	2
Promotion/Non-Selection	142	139	117	105	140	29
Reassignment						
Denied	7	4	10	5	8	1
Directed	34	22	35	20	22	6
Reasonable Accommodation	40	36	28	35	41	9
Reinstatement	1	1	1	2	1	1
Retirement	4	4	6	1	6	1
Termination	37	16	35	34	41	6
Terms/Conditions of Employment	43	51	49	39	52	9
Time and Attendance	38	41	31	25	33	12
Training	18	40	35	25	34	4
Other	71	51	57	64	73	4
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	271.25	234.76	160.67	315.58	294.08	225.35
Average number of days in final action	433.35	736.90	677.81	421.60	269.87	271.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	340.81	233.11	20.60	281.79	286.40	248.07
Average number of days in final action	120.83	213.93	176.76	335.24	96.47	23.60

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	214.80	235.92	256.26	337.47	299.20	216.97						
Average number of days in final action	614.43	914.71	825.73	506.02	355.49	313.66						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2012Thru12-31	
	2007	2008	2009	2010	2011							
Total Complaints Dismissed by Agency	73	54	39	56	74	8						
Average days pending prior to dismissal	690	288	248	252	108	117						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	29	31	24	34	31	6						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2012Thru12-31	
	2007	2008	2009	2010	2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		10		15		22		30		0	
Without Hearing	3	38	4	40	13	87	17	77	27	90	0	0
With Hearing	5	63	6	60	2	13	5	23	3	10	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2012Thru12-31	
<i>Note: Complaints can</i>	2007	2008	2009	2010	2011							

<i>be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	7		8		15		22		30		0	
Race	1	14	0	0	4	27	3	14	2	7	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	3	43	6	75	4	27	11	50	9	30	0	0
Sex	3	43	2	25	6	40	4	18	5	17	0	0
National Origin	2	29	0	0	1	7	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	7	47	8	36	11	37	0	0
Disability	2	29	0	0	2	13	4	18	10	33	0	0
Non-EEO	0	0	0	0	0	0	1	5	0	0	0	0
Findings After Hearing												
	4		4		2		5		3		0	
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	0	0
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

Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	2	29	0	0	1	7	1	5	2	7	0	0
Removal	0	0	0	0	0	0	1	5	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	3	38	1	7	0	0	3	10	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	29	4	50	1	7	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	7	0	0	1	3	0	0
Promotion/Non-Selection	3	43	0	0	10	67	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	7	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	1	7	1	5	2	7	0	0
Terms/Conditions of Employment	1	14	0	0	1	7	0	0	2	7	0	0
Time and Attendance	1	14	0	0	0	0	1	5	2	7	0	0
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

Accommodation												
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	1	20	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	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	0	0
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		13		17		27		0	
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	0	0
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	8	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	8	0	0	3	11	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	25	1	8	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	8	0	0	1	4	0	0
Promotion/Non-Selection	1	33	0	0	9	69	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	1	8	1	6	2	7	0	0
Terms/Conditions of Employment	1	33	0	0	1	8	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					2012Thru12-31						
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	1384	1333	1218	937	839	899						
Total Complainants	1078	1063	932	696	707	804						
Number complaints pending												
Investigation	75	102	89	81	63	268						
ROI issued, pending Complainant's action	8	6	1	7	12	14						

Hearing	303	350	300	231	300	389
Final Agency Action	469	360	109	87	75	88
Appeal with EEOC Office of Federal Operations	20	23	24	28	30	32
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	113	163	171	172	156	190