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

USDA (and below)

			Comparative Data										
Complaint Activity		Previ	ous]		010Th10 21								
	20)08	20	09	20	10 2	011		012Thru12-31			
Number of Complaints Filed	54	5 5	49	52	27	47	6 5	526		132			
Number of Complainants	48	37 4	17	394		46	54 5	510		131			
Repeat Filers	3	3 5	50	2	1	7	7	12		1			
	ints by Basis				Co	omp	parati	ve Da	ata				
Complaints by Basis		Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.	m	2007	20	08	200	9	2010	201	.1	2012Thru12- 31			
Race		186	22	23	181	1	171	1 22'		41			
Color		44	4	3	44	-	23	3 35		4			
Religion		21	2	2	13		16	5 23		3			
Reprisal		264	28	32	248	8	193	255	5	51			
Sex		181	19	8	178	8	163	3 214		56			
National Origin		42	5	0	61		51	60)	13			

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

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
		<u> </u>	Com	parativ	ve Data	l
Complaints by Issue	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru12- 31
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

				-				1
Pay (Including Overtime))	5	10		5	10	14	2
Promotion/Non-Selection	l	142	139	1	17	105	140	29
Reassignment								
Denied		7	4	1	0	5	8	1
Directed		34	22	3	5	20	22	6
Reasonable Accommodat	tion	40	36	2	.8	35	41	9
Reinstatement		1	1		1		1	1
Retirement		4	4		6	1	6	1
Termination		37	16	3	5	34	41	6
Terms/Conditions of Employment		43	51	4	.9	39	52	9
Time and Attendance		38	41	3	1	25	33	12
Training		18	40	3	5	25	34	4
Other		71	51	5	7	64	73	4
			Co	mp	ara	tive I	Data	
Processing Time		Previous	s Fisca	l Y	ear	Data		2012Thru12-
	2007	2008	200	9	20	10	2011	31
Complaints pending during	ng fiscal y	year	1					1
Average number of days in investigation	271.25	234.76	160.0	57	315	5.58	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	g fiscal y	ear wher	e heari	ng	was	requ	ested	
Average number of days in investigation	340.81	233.11	20.6	50	28	1.79	286.40	248.07
Average number of days in final action	120.83	213.93	176.	76	335	5.24	96.47	23.60

With HearingFindings of Discrimination Rendered by Basis	5	63	6 Prev	60		-		23 tive I Data		10	0	0 Thru12- 31		
Findings of	-		6							10	0	0		
With Hearing	-		6		2	13	5	23	3	10	0	0		
	5	30												
Without Hearing	3 38 4		4	40	13	87	17	77	27	90	0	0		
Total Number Findings	8		10		15		22		30		0			
-	#	%	#	%	#	%	#	%	#	%	#	%		
Actions Finding Discrimination	20	007	20	08	20	09	20	010	20	11	31			
Total Final Agency			Pre	viou	s Fis	cal Y	'ear	Data	l		2012	Thru12-		
		Comparative Data												
Total Complaints Withdra Complainants	wn	by	29)	31	24	4	34	3	1		6		
Com	pla	laints Withdrawn by Complainants												
Average days pending prio dismissal	or t	to 690 288 248 252 108								08	117			
Total Complaints Dismiss Agency	ed	by	73	3	54	39	9	56	7	'4		8		
			200	07	2008	2008 200		2010	20	11		31		
Complaints Dismissed Agency	l by	y	Previous Fiscal Year Data								20127	Thru12-		
days in final action						C	om	parat	ive I	Data	 a			
Average number of	61	4.43	914.71		82:	5.73	506.02		355	5.49	313.66			
Average number of days in investigation	21	4.80	235.92		25	5.26	33	7.47	299	9.20	216.97			

be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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

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 Hearing	2			4		8		17		27		0	
Race	0		0	0	0	3	38	1	6	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	1	:	50	4	100	0	0	8	47	7	26	0	0
Sex	1		50	1	25	2	25	2	12	5	19	0	0
National Origin	0		0	0	0	1	13	1	6	0	0	0	0
Equal Pay Act	0		0	0	0	0	0	0	0	0	0	0	0
Age	0		0	0	0	6	75	5	29	11	41	0	0
Disability	2	1	00	0	0	2	25	3	18	9	33	0	0
Non-EEO	0		0	0	0	0	0	1	6	0	0	0	0
		<u>.</u>					Com	para	tive	Data	à		
Findings of	ľ			Pr	eviou	s Fis	scal Y	Year	Data	a		2012	Chru12-
Discrimination Rendered by Issue	ľ	2(007	2	008	20	09	20	10	20	11		31
·	ľ	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Finding	,s	7		8		15		22		30		0	
Appointment/Hire		0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties		1	14	2	25	0	0	1	5	4	13	0	0
		0	0	2	25	0	0	0	0	0	0	0	0
Awards		U		1	1								
Awards Conversion to Full-time		0	0	0	0	0	0	0	0	0	0	0	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	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

Findings After Hearing	4		4		2		5		3		0	
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
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	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	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	1	25	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												4
Non-Sexual	2	50	3	75	0	0	2	40	1	33	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	1	25	0	0	0	0	0	0	0	0
Promotion/Non- Selection	2	50	0	0	1	50	2	40	0	0	0	0
Reassignment		-	-	-	-	-		-				-
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	25	1	50	0	0	0	0	0	0
Reasonable	0	0	0	0	0	0	0	0	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
			1									
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				1	1			1		1	1	ı <u> </u>
Non-Sexual	0	0	1	25	1	8	8	47	15	56	0	0

					1		1			1		
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	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	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
		<u> </u>			-		Com	para	tive	Data		
Pending Complaints Fi Previous Fiscal Years by				Pre	viou	s Fis	cal Y	Year 1	Data	ł	2012	Chru12-
revious riscur rears by	Ju	itus	20	07	2008	3 2	009	2010) 2	011		31
Total complaints from pre Fiscal Years	vio	18	13	84	1333	3 12	218	937	8	339	899	
Total Complainants			10	78	1063	3 9	32	696	7	707	8	304
Number complaints pen	ding	5	4	1		1						
Investigation			7	5	102		89	81		63	2	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
			Com	parativ	ve Data	l
Complaint Investigations	Pro	evious]	Fiscal Y	Year D	ata	2012Thru12-
	2007	2008	2009	2010	2011	31
Pending Complaints Where Investigations Exceed Required	113	163	171	172	156	190