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

## **USDA (and below)**

				Cor	npa	arative	Data	ì
<b>Complaint Activity</b>		Previ	ous Fi	scal Y	Yea	r Data	L	2012Th00 20
	20	07 20	08 2	2009	20	010 2	011	2012Thru09-30
Number of Complaints Filed	54	5 54	49	527	4	78 .	528	533
Number of Complainants	48	37 4	17	394	4	66	512	517
Repeat Filers	3	3 5	0	21		7	12	11
				С	om	parati	ve Da	nta
Complaints by Basis		Pr	evious	s Fisc	al Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The su of the bases may not equal tota complaints filed.	m	2007	2008	8 20	09	2010	201	2012Thru09- 30
Race		186	223	18	31	171	227	7 208
Color		44	43	4	4	23	38	53
Religion		21	22	1	3	16	23	22
Reprisal		264	282	24	8	195	260	) 269
Sex		181	198	17	'8	164	210	5 225
PDA		0	0	0	)	0	0	0

For 4th Quarter 2012 for period ending September 30, 2012

National Origin	42	50	61	51	61	59
Equal Pay Act	8	8	3	2	4	3
Age	184	172	168	164	199	173
Disability	105	99	91	101	113	134
Genetics	0	0	0	0	1	2
Non-EEO	24	38	33	43	44	54

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Compleints by Issue			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	2012Thru09- 30
Appointment/Hire	34	30	20	23	41	22
Assignment of Duties	58	58	80	56	70	94
Awards	10	29	21	13	22	22
Conversion to Full-time	0	0	0	1	0	1
Disciplinary Action						
Demotion	4	3	4	5	3	4
Reprimand	15	16	25	15	27	39
Suspension	19	27	23	28	24	37
Removal	8	8	7	6	5	6
Other	15	6	11	10	16	31
Duty Hours	7	9	9	5	5	16
Evaluation Appraisal	42	77	66	63	72	55
Examination/Test	2	2	2	1	1	5
Harassment						
Non-Sexual	200	241	237	190	233	297

Sexual		19	15	1.	5	13	24	15
Medical Examination		0	0	0		1	2	3
Pay (Including Overtime)	1	5	10	5		10	14	14
Promotion/Non-Selection	l	142	139	11	7	105	141	116
Reassignment		· · ·					-	
Denied		7	4	10	0	5	9	13
Directed		34	22	35	5	21	21	32
Reasonable Accommodat	ion	40	36	28	8	35	41	52
Reinstatement		1	1	1	Ì	3	0	2
Retirement		4	4	6	;	1	6	2
Termination		37	16	35	5	34	41	30
Terms/Conditions of Employment		43	51	49	9	39	53	63
Time and Attendance		38	41	3	1	25	34	49
Training		18	40	3.	5	25	35	42
Other		71	51	57	7	61	77	68
		<u> </u>	Co	mpa	arat	tive I	Data	
Processing Time	]	Previous	s Fisca	l Ye	ar	Data		2012Thru09-
	2007	2008	200	9	20	10	2011	30
Complaints pending durir	ng fiscal y	year	1					
Average number of days in investigation	271.25	234.76	160.6	57	329	9.19	298.23	246.19
Average number of days in final action	433.35	736.90	677.8	31	360	).31	216.14	196.16
Complaint pending during	g fiscal ye	ear where	e heari	ng v	vas	reque	ested	
Average number of days in investigation	340.81	233.11	20.6	0	282	2.30	290.39	232.12

Note: Complaints can								0				
Discrimination Rendered by Basis			Prev	viou	s Fis	cal Y	ear	Data			2012T	
Findings of					C	omp	ara	tive I	Data			
With Hearing	5	63	6	60	2	13	5	23	3	10	1	7
Without Hearing	3	38	4	40	13	87	17	77	27	90	13	93
Total Number Findings	8		10		15		22		30		14	
	#	%	#	%	#	%	#	%	#	%	#	%
Actions Finding Discrimination	20	007	20	08	20	09	2	010	20	11	3	
Total Final Agency			Pre	viou	ıs Fis	cal Y	ear	Data	1		2012TI	1ru09-
					(	Comp	para	ntive ]	Data			
Total Complaints Withdra Complainants	awn	ı by	29	9	31	2	4	34	3	2	27	7
Con	omplaints Withdrawn by Complainants											
Average days pending pri dismissal	prior to 690 288 248 260 107		13	3								
Total Complaints Dismiss Agency	sed	by	73	3	54	3	9	53	6	64	45	5
			200	07	2008	20	09	2010	20	11	30	
Complaints Dismisse Agency	d b	у		Pre	vious	Fisc	al Y	ear I	Data		2012Th	ru09-
						C	l Com	parat	ive I	Data		
Average number of days in final action	61	4.43	91	4.71	82	5.73	39	7.92	288	3.31	232	.93
Average number of days in investigation	21	4.80	23	5.92	2 25	5.26	39	2.43	311	.87	268	.48
Complaint pending during	g fis	scal y	ear	whe	re hea	ring	was	s not 1	eque	ested		
Average number of days in final action	12	20.83	21	3.93	3 17	5.76	32	7.86	95.	.26	120	.26

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		14	
Race	1	14	0	0	4	27	3	14	2	7	7	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	4	27	11	50	9	30	2	14
Sex	3	43	2	25	6	40	4	18	5	17	2	14
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	2	29	0	0	1	7	1	5	0	0	1	7
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	4	29
Disability	2	29	0	0	2	13	4	18	10	33	6	43
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
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
PDA	0	0	0	0	0	0	0	0	0	0	0	0

National Origin	1	2	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
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
								<u>.</u>		<u>.</u>			
Findings Without Hearing	2			4		8		17		27		13	
Race	0		0	0	0	3	38	1	6	2	7	7	54
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	4	50	4	100	0	0	8	47	7	26	1	8
Sex	1	4	50	1	25	2	25	2	12	5	19	2	15
PDA	0		0	0	0	0	0	0	0	0	0	0	0
National Origin	0		0	0	0	1	13	1	6	0	0	1	8
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	4	31
Disability	2	1	00	0	0	2	25	3	18	9	33	6	46
Genetics	0		0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0		0	0	0	0	0	1	6	0	0	0	0
							Com	para	tive	Data	l		
Findings of	Ī			Pr	eviou	s Fis	cal Y	lear	Data	a		20127	Thru09-
Discrimination Rendered by Issue	Ī	20	007	2	008	20	09	20	10	20	11	•	30
	Ī	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Finding	gs	7		8		15		22		30		14	

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	3	21
Awards	0	0	2	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	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	1	7
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	2	14
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	7	50
Sexual	0	0	1	13	0	0	0	0	0	0	1	7
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	1	7
Promotion/Non- Selection	3	43	0	0	10	67	4	18	6	20	1	7
Reassignment												
Denied	0	0	0	0	0	0	0	0	2	7	2	14
Directed	0	0	2	25	1	7	1	5	6	20	1	7
Reasonable Accommodation	1	14	0	0	0	0	2	9	4	13	4	29
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	1	7
Terms/Conditions of Employment	1	14	0	0	1	7	0	0	2	7	1	7
Time and Attendance	1	14	0	0	0	0	1	5	2	7	2	14
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	2	14
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
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	1	1		1	1	1	1	1	1			
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												1
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	0	0	1	25	0	0	0	0	0	0	0	0

Overtime)												
Promotion/Non- Selection	2	50	0	0	1	50	2	40	0	0	0	0
Reassignment			<u> </u>						-	-	-	
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 Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
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	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		13		17		27		13	
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	3	23
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

TIEVIOUS FISCAL LEATS D	y Sta	iius	20	07	2008	3 20	009	201	0 2	011		30
Pending Complaints F Previous Fiscal Years b				Pre	eviou							Thru09-
		<u> </u>		I	<u> </u>	<u> </u>	Com	para	tive	ı Data	<u> </u>	<u> </u>
Other - User Defined	0	0	0	0	0	0	2	12	0	0	2	15
Training	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	33	0	0	0	0	1	6	2	7	1	8
Terms/Conditions of Employment	1	33	0	0	1	8	0	0	2	7	1	8
Termination	0	0	0	0	1	8	1	6	2	7	1	8
Retirement	0	0	0	0	0	0	0	0	1	4	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	33	0	0	0	0	2	12	4	15	4	31
Directed	0	0	1	25	0	0	1	6	6	22	1	8
Denied	0	0	0	0	0	0	0	0	2	7	2	15
Reassignment												
Promotion/Non- Selection	1	33	0	0	9	69	2	12	6	22	1	8
Pay (Including Overtime)	0	0	0	0	1	8	0	0	1	4	1	8
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	1	25	0	0	0	0	0	0	1	8
Non-Sexual	0	0	1	25	1	8	8	47	15	56	7	54
Harassment												
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	2	50	1	8	0	0	3	11	2	15
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	1	8

Pending Complaints Where Investigations Exceed Required	113	163	171	164	125	147
Complaint Investigations	2007	2008	2009	2010	2011	2012Thru09- 30
<b>Complaint Investigations</b>	Pre	evioue	Fiscal Y	Vear D	ata	
			Com	parativ	ve Data	l
Appeal with EEOC Office of Federal Operations	20	23	24	28	30	33
Final Agency Action	469	360	109	83	71	64
Hearing	303	350	300	234	299	359
ROI issued, pending Complainant's action	8	6	1	7	12	4
Investigation	75	102	89	78	52	53
Number complaints pending						
Total Complainants	1078	1063	932	696	708	803
Total complaints from previous Fiscal Years	1384	1333	1218	0	0	0