



UNITED STATES DEPARTMENT
OF AGRICULTURE

Age
Discrimination
Act Report
For Fiscal Year 2025

UNITED STATES DEPARTMENT OF AGRICULTURE AGE DISCRIMINATION ACT REPORT

The United States Department of Agriculture (USDA) Fiscal Year (FY) 2025 report on the Age Discrimination Act of 1975 (the Age Act), as amended, provides complaint and departmental compliance review activity per the requirements of Section 308(a) of the Age Act. Activities for FY 2025 are summarized below and in the attached data tables¹.

SUMMARY OF ACTIVITIES

I. Status of Agencies Regulations

The Age Act regulation, 7 CFR Part 15c, Nondiscrimination on the Basis of Age in Programs or Activities Receiving Federal Financial Assistance from the United States Department of Agriculture, was finalized and published on January 1, 2016. The regulation can be found at <https://www.govinfo.gov/app/details/CFR-2023-title7-vol1/CFR-2023-title7vol1-part15c>. The regulation prohibits discrimination on the basis of age in programs and activities receiving federal financial assistance from USDA. All USDA Mission Areas and Agencies are required to adhere to the provisions set forth in the regulation and related guidance on nondiscrimination on the basis of age.

II. Complaint Activity

During FY 2025, USDA received 85 complaints citing or alleging age as a basis of discrimination (age complaints) in its federally assisted programs. In addition, 18 age complaints were carried over from FY 2024, resulting in a total inventory of 103 age complaints for FY 2025. Table 1 below illustrates USDA's FY 2025 age discrimination complaint activity:

Table 1: Age Discrimination Complaint Activity

Carried Over from FY 2024	Received in FY 2025	Total Workload
18	85	103

Of the 85 age complaints received in FY 2025, 67 (79%) originated from Food and Nutrition Service (FNS), 17 (20%) originated from Rural Development (RD), and 1 (1%) from the Office of Partnerships and Public Engagement (OPPE).

FNS' complaint activity for FY 2025 was mostly attributed to communication and customer service issues between program users and staff at state and local agencies receiving federal financial assistance from FNS through Supplemental Nutrition Assistance Program

¹ 1 See Attachment I.

(SNAP). There were no patterns or practices of discrimination identified in the age-based complaints received in FY 2025.

RD's complaint activity for FY 2025 is related to multi-family rental housing. Additionally, age is included with other protective bases, and as a result the complaint activity does not make a clear, separate, or distinct statement specifically relating to age.

OPPE had one age-based complaint against university officials involving the 1890 Scholars Program.

USDA resolved 72 (70%) of the 103 total age complaints inventory in FY 2025. Of the 72 complaints resolved, 20 (28%) were resolved based on insufficient evidence of a violation, and 52 (72%) were resolved administratively. Table 2 below illustrates USDA FY 2025 complaint resolution activity:

Table 2: Age Discrimination Complaint Resolution Activity

Cases Resolved Based on Insufficient Evidence of a Violation	Cases Resolved with Agreement for Corrective Action / Other Change Without a Specific Finding of a Violation	Resolved Based on Specific Finding of Violation	Cases Resolved Administratively	Total Cases Resolved in FY 2025
20	0	0	52	72

III. Significant Cases

USDA had no significant cases to report in FY 2025.

IV. Mediation

Under the Administrative Dispute Resolution Act of 1996, the Federal Mediation and Conciliation Service (FMCS) was officially authorized to share its expertise in all aspects of dispute resolution with federal agencies, including third-party dispute resolution assistance, dispute resolution training for agency personnel, and consultation/systems design. As stated above in Section II, Complaint Activity, in FY 2025, USDA received a total of 85 age-based complaints in federally assisted program discrimination complaints. Overall, 4 complaints were referred to FMCS for ADR services. However, 81 complaints were not referred to FMCS. Of the 81 complaints not referred, 24 were mediated by USDA, 44 were resolved through administrative closure, and 13 were not referred due to the termination of the Interagency Agreement with FMCS. Table 3 below illustrates USDA's referral activity:

Table 3: Age Complaints Referred to FMCS

Referred to FMCS in FY 2025	Not Referred to FMCS in FY 2025
4	81

V. Compliance Reviews

USDA's total compliance review workload was 2,085 for federally assisted programs for FY 2025. This consisted of 129 compliance reviews carried over from FY 2024 and 1,956 initiated in FY 2025. A total of 1,975 compliance reviews were closed in FY 2025. The closures reflected 1,933 were resolved based on insufficient evidence of a violation or no violation, 16 were resolved based on agreement to implement corrective action or other change without a specific finding of a violation, and 26 were resolved based on a specific finding of a violation, issuance of a Letter of Findings, and agreement to take corrective action. Of the 26 compliance reviews noted as resolved based on a specific finding of a violation, issuance of a Letter of Findings, and agreement to take corrective action only one finding was specific to age. There were 110 compliance reviews pending at the end of FY 2025. Table 4 below illustrates USDA's compliance review activity:

Table 4: Compliance Review Activity

Carried Over from FY 2024	Initiated in FY 2025	Total Workload in FY 2025	Total Reviews Closed in FY 2025	Reviews Pending at the End of FY 2025
129	1,956	2,085	1,975	110

Based on the compliance reviews conducted, no pattern, practice, or findings of any age-related discrimination was found.

VI. Technical Assistance, Staff Training, Outreach and Distribution of Information

USDA consists of 8 Mission Areas and 18 Agencies² which have federally assisted programs. In FY 2025, USDA provided ongoing technical assistance, staff training, and outreach as well as distributed information specific to the Age Act.

² Information on USDA Mission Areas can be found at <https://www.usda.gov/our-agency/about-usda/mission-areas>. Information on USDA Agencies can be found at <https://www.usda.gov/our-agency/agencies>.

A. Technical Assistance

USDA provided technical assistance to help program recipients identify, prevent, and address age discrimination across all stages of program delivery. Additionally, Civil Rights personnel offered guidance during compliance reviews to strengthen accountability, while outreach through trainings, conferences, and reviews engaged a broad range of stakeholders including regional staff, Indian Tribal Organizations, State Directors, and local agencies.

B. Staff Training

Age Act principles are integrated into Civil Rights training for all staff, while specialized sessions for program staff, State Directors, and state and local agency personnel utilized real-world scenarios to deepen understanding of age-related issues. Training at national, regional, and tri-regional conferences integrated Age Act requirements. Additionally, USDA delivered program-specific sessions to ensure tailored support for compliance with the Age Act.

C. Outreach and Distribution of Information

USDA provided educational information to the public and its recipients in accordance with the Age Act. To further institutionalize awareness and accountability, Specifically, USDA continued to mandate the prominent display of the [USDA's Non-Discrimination Statement](#) explicitly referencing age as a protected category on recipient websites, at all service locations, and in publicly available communications. Additionally, the [And Justice for All](#) posters³ reinforced USDA's visible, unwavering commitment to preventing age discrimination.

VII. Other Agency Efforts to Reduce Age Discrimination

In FY 2025, the USDA Non-Discrimination Statement, the And Justice for All Posters, and all [Departmental Directives](#) were updated to ensure consistency and alignment with recently issued Executive Orders. Additionally, USDA,

- performed comprehensive Civil Rights Impact Analyses on proposed rules and regulations for federally assisted programs to ensure individuals protected under the Age Act were not adversely impacted by agency decisions; and

³ The USDA "And Justice for All" poster's role is to inform participants in USDA programs about their civil rights, specifically the right to be free from discrimination, including age, in federally assisted programs, and to provide clear instructions on how to file a complaint if discrimination occurs, ensuring equal access to services by prominently displaying the nondiscrimination statement in visible locations. These posters (forms AD-475) are mandatory for USDA program administrators to display where customers can easily see them, conveying the USDA's commitment to access for all beneficiaries.

- issued revised guidance for all internal staff on requirements to include USDA's Non-Discrimination Statement language in presentation materials, including age as a protected basis; and
- issued additional guidance for internal staff working with federally assisted programs and activities outlining requirements to refer recipients to USDA's Equal Opportunity Public Notification Policy (i.e., DR 4300-003). This DR includes requirements for displaying and incorporating USDA's nondiscrimination language, which includes age as a protected basis.

VIII. Analysis and Conclusion

USDA works collaboratively with Mission Areas, Agencies, and recipients to prevent age discrimination and reduce related complaints. Through training, compliance monitoring, and information dissemination, USDA reinforces Age Act requirements for employees and recipients of federal financial assistance. Moving forward, USDA will continue proactive strategies to educate staff and recipients, monitor complaint activity, and ensure all programs and activities prioritize the prevention of age discrimination.

ATTACHMENTS

TABLE I: INVENTORY OF AGE DISCRIMINATION ACT COMPLAINTS

TABLE II: INVENTORY OF AGE DISCRIMINATION ACT COMPLIANCE REVIEWS

TABLE III: INVENTORY OF AGE DISCRIMINATION ACT MEDIATION ACTIVITIES

TABLE I:
INVENTORY OF AGE DISCRIMINATION ACT COMPLAINTS
(Carried Into and Received During FY 2025)

(1) Age Act Complaint Workload FY 2025			
	(a) Age Act Complaints Carried Over from FY 2024		18 ⁴
	(b) Age Act Complaints Received in FY 2025		85
	(c) Total Workload FY 2025	SUM (a) plus (b)	103
(2) Age Act Complaints Closed in FY 2025			
	(a) Resolved based on insufficient evidence of a violation or no violation		20
	(b) Resolved based on agreement to implement corrective action or other change, without a specific finding of a violation		0
	(c) Resolved based on a specific finding of a violation, issuance of a Letter of Findings, and agreement to take corrective action		0
	(d) Resolved administratively (e.g., no jurisdiction, complaint withdrawn, etc.)		52
	(e) Total Closures FY 2025	SUM (a) through (d)	72
(3) Age Act Cases Pending at the End of FY 2025		Line (1)(c) minus Line (2)(e)	31

⁴ This number differs from FY 2024 Age Act report of 16 cases pending at the end of FY 2024 due to updated guidance provided by United States Department of Health and Human Services (HHS) to use the received date instead of the accepted date.

**TABLE II:
INVENTORY OF AGE DISCRIMINATION ACT COMPLIANCE
REVIEWS⁵
(Carried Into and Initiated During FY 2025)**

(1) Age Act Compliance Review Workload FY 2025		
	(a) Compliance Reviews Carried Over from FY 2024	129 ⁶
	(b) Compliance Reviews Initiated in FY 2025	1,956
	(c) Total Compliance Review Workload FY 2025	SUM (a) plus (b) 2,085
(2) Age Act Compliance Reviews Closed in FY 2025		
	(a) Resolved based on insufficient evidence of a violation or no violation	1,933
	(b) Resolved based on agreement to implement corrective action or other change, without a specific finding of a violation	16
	(c) Resolved based on a specific finding of a violation, issuance of a Letter of Findings, and agreement to take corrective action	26 ⁷
	(d) Resolved administratively or other closure (explain below)	0
	(e) Total Closures FY 2025	SUM (a) through (d) 1,975
(3) Age Act Compliance Reviews Pending at the End of FY 2025		
	Line (1)(c) minus Line (2)(e)	110

⁵ HHS defines a compliance review as a pre-award or post-award review and analysis conducted by an agency's employees of a recipient's policies, practices, or procedures. These are both compliance reviews initiated by civil rights and program staff with the Age Act as a component of the review.

⁶ This number differs from FY 2024 report because an agency within USDA incorrectly reported the number of the Age Act compliance reviews carried over from FY 2024. The number of reviews has now been corrected and accurately captures the compliance reviews carried over from FY 2024.

⁷ Of the 26 compliance reviews noted as resolved based on a specific finding of a violation, issuance of a Letter of Findings, and agreement to take corrective action only one finding was specific to age.

**TABLE III:
INVENTORY OF AGE DISCRIMINATION ACT MEDIATION ACTIVITIES
(Carried Into and Initiated During FY 2025)**

(1) Age Act Complaints Referred to FMCS in FY 2025			4
(2) Age Act Complaints Not Referred to FMCS in FY 2025			
	(a) ...because referred to another mediator		0
	(b) ...because mediated in-house		24
	(c) ...because referred in a previous year		0
	(d) ...because complaint was resolved through administrative closure (e.g., no jurisdiction, etc.)		44
	(e) ...for another reason; please explain below		13 ⁸
	(f) Total Complaints Not Referred in FY 2025	Sum (a) through (e)	81

⁸ On March 13, 2025, Federal Mediation and Conciliation Service (FMCS) terminated their Interagency Agreement (IAA). All complaints after that date were multi-family housing rental which were referred to HUD for processing.