

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2023

PART I - PRE-COMPLAINT ACTIVITIES

INTENTIONALLY LEFT BLANK	COUNSELING	INDIVIDUALS
TOTAL COMPLETED/ENDED COUNSELING		
	COUNSELING	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	658	630
C.1. COUNSELED WITHIN 30 DAYS	210	205
C.2. COUNSELED WITHIN 31 TO 90 DAYS	435	426
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	133	131
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	299	294
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	3	3
C.3. COUNSELED BEYOND 90 DAYS	13	13
C.4. COUNSELED DUE TO REMANDS	0	0
	COUNSELING	INDIVIDUALS
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	96	96
D.2. INITIATED DURING THE REPORTING PERIOD	654	624
D.3. COMPLETED/ENDED COUNSELINGS	658	630
D.3.a. SETTLEMENTS (MONETARY AND NON- MONETARY)	48	48
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	296	293
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	293	281
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	21	21
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	92	92

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	1	1	\$2,500.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	1	1	\$2,500.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5. OTHER NON-ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON- MONETARY BENEFITS TOTAL	7	7
F.1. HIRES	0	0
F.2. PROMOTIONS	1	1
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	3	3
F.5. REMOVALS RESCINDED	0	0
F.6. ACCOMMODATIONS	1	1
F.7. TRAINING	2	2
F.8. APOLOGY	1	1
F.9. DISCIPLINARY ACTIONS	3	3
F.9.a. RESCINDED	3	3
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	1	1
F.11. LEAVE RESTORED	3	3
F.12. NEUTRAL REFERENCE	0	0
F.13. OTHER NON-ADR SETTLEMENTS W/NON- MONETARY BENEFITS	1	1

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	12	12	\$66,743.66
G.1. COMPENSATORY DAMAGES	1	1	\$17,000.00
G.2. BACKPAY/FRONTPAY	2	2	\$1,603.66
G.3. LUMP SUM PAYMENT	8	8	\$47,140.00
G.4. ATTORNEY FEES AND COSTS	1	1	\$1,000.00
G.5. OTHER ADR SETTLEMENTS W/ MONETARY BENEFITS	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	35	35
H.1. HIRES	0	0
H.2. PROMOTIONS	1	1
H.3. EXPUNGEMENTS	2	2
H.4. REASSIGNMENTS	9	9
H.5. REMOVALS RESCINDED	7	7
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	6	6
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	6	6
H.9.a. RESCINDED	5	5
H.9.b. MODIFIED	1	1
H.10. PERFORMANCE EVALUATION MODIFIED	1	1
H.11. LEAVE RESTORED	4	4
H.12. NEUTRAL REFERENCE	3	3
H.13. OTHER ADR SETTLEMENTS W/NON- MONETARY BENEFITS	7	7

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	7	7

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PART II - FORMAL COMPLAINT ACTIVITIES

397	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
306	B. COMPLAINTS FILED
3	C. REMANDS (sum of lines C1+C2+C3)
2	C.1. REMANDS (NOT INCLUDED IN A OR B)
1	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C. 2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
705	D. TOTAL COMPLAINTS
687	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
341	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
18	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
3	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
361	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
292	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
8	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	98,303			
A.1.b. PERMANENT EMPLOYEES	85,045			
A.2. COUNSELOR	56		9	
A.2.a. FULL-TIME	52	92.86	2	22.22
A.2.b. PART-TIME	0	0.00	7	77.78
A.2.c. COLLATERAL DUTY	4	7.14	0	0.00
A.3. INVESTIGATOR	1		42	
A.3.a. FULL-TIME	1	100.00	9	21.43
A.3.b. PART-TIME	0	0.00	33	78.57
A.3.c. COLLATERAL DUTY	0	0.00	0	0.00
A.4. COUNSELOR/INVESTIGATOR	6		1	
A.4.a. FULL-TIME	6	100.00	1	100.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. STAFF - TOTAL	56	9	1	42	6	1
B.1.a. NEW STAFF RECEIVING AT LEAST 32 HOURS OF TRAINING	7	0	0	23	0	0
B.1.b. EXPERIENCED STAFF RECEIVING AT LEAST 8 HOURS OF TRAINING	49	9	1	19	6	1
B.1.c. TRAINING REQUIREMENT NOT MET	0	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME:	Penny Brown Reynolds M	
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
		X	
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		
PERSON			
TITLE			
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?		
PERSON	Kelli Reynolds		
TITLE	Director, Employment Complaints Division		
4.	WHO DOES THAT PERSON REPORT TO?		
PERSON	Kenneth Baisden		
TITLE	Director, Employment Investigation Division		

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	2	2	0	3	1	0	6	1	6	49	16	16
C. AWARDS	0	0	0	3	0	0	2	0	6	20	6	6
E. DISCIPLINARY ACTION	0	2	0	17	8	1	12	14	65	245	75	74
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	1	1	1
E.3. SUSPENSION	0	0	0	5	0	1	2	1	15	49	18	18
E.4. REMOVAL	0	1	0	3	3	0	2	4	9	44	15	15
E.6 OTHER DISCIPLINARY ACTIONS	0	1	0	9	5	0	8	9	41	151	52	52
G. PERF. EVAL./APPRAISAL	1	1	0	9	0	0	4	1	18	76	27	27
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	3	7	1	49	13	1	27	20	128	508	185	182
I.1. NON-SEXUAL	3	7	1	49	13	1	27	20	123	492	180	177
I.2. SEXUAL									5	16	11	11
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	2	1	1
K. PAY INCLUDING OVERTIME	1	0	0	4	1	0	3	3	16	66	23	23
L. PROMOTION/NON-SELECTION	2	3	0	13	6	1	11	3	22	139	51	51
M. REASSIGNMENT	0	0	0	8	0	0	7	2	15	58	21	21
N. REASONABLE ACCOMMODATION									40	122	56	55
P. RELIGIOUS ACCOMODATION									4	6	4	4
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	1	0	0	1	0	1	0	1	5	23	9	9
T. TERMINATION	1	1	0	10	4	0	7	3	16	99	38	38
V. TIME AND ATTENDANCE	0	0	0	8	1	1	4	3	26	97	35	34
W. TRAINING	1	0	0	9	1	0	5	2	15	72	25	24
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	1	2	1	25	2	1	16	9	54	250	90	87
TOTAL ALL ISSUES BY BASES	13	18	2	159	37	6	104	66	433			

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINTS FILED BY BASES	4	10	2	76	23	4	47	31	170			
TOTAL ALL COMPLAINANTS BY BASES	4	10	2	74	23	4	45	30	162			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	4	3	0	0	0	3			7	5	6	0	49	16	16
									3	2	1	0	20	6	6
C. AWARDS	1	2	0	0	0	0			26	33	24	2	245	75	74
									0	1	0	0	1	1	1
E. DISCIPLINARY ACTION	12	18	0	0	5	6			5	6	7	1	49	18	18
E.1. DEMOTION	0	0	0	0	0	0			4	8	3	0	44	15	15
E.3. SUSPENSION	2	4	0	0	0	0			17	18	14	1	151	52	52
E.4. REMOVAL	4	3	0	0	0	0									
E.6. OTHER DISCIPLINARY ACTIONS	6	11	0	0	5	6			8	10	10	0	76	27	27
									0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	2	7	1	0	1	3			50	48	50	2	508	185	182
H. EXAMINATION/TEST	0	0	0	0	0	0	50	48	50	2	492	180	177		
I. HARASSMENT	24	51	6	1	6	21				16			11	11	
I.1. NON-SEXUAL	23	45	2	1	6	21	0	0	1	0	2	1	1		
I.2. SEXUAL	1	6	4	0			5	11	6	0	66	23	23		
J. MEDICAL EXAMINATION	0	0	0	0	0	0	20	18	13	0	139	51	51		
K. PAY INCLUDING OVERTIME	4	6	1	0	1	1	6	5	6	1	58	21	21		
L. PROMOTION/NON-SELECTION	7	12	0	1	2	5									
M. REASSIGNMENT	0	5	1	0	0	2									
N. REASONABLE ACCOMMODATION DISABILITY				1											
P. RELIGIOUS ACCOMMODATION															
R. SEX-STEROTYPING	0	0	0												
S. TELEWORK	1	3	0	1	0	1									
T. TERMINATION	5	12	3	0	3	3									
V. TIME AND ATTENDANCE	1	11	0	1	1	2									
W. TRAINING	3	8	2	0	0	3									
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	15	21	1	1	4	11									
TOTAL ALL ISSUES BY BASES	79	159	15	6	23	61	1	2	182	236	209	7			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	40	67	7	1	14	32	1	2	93	86	84	4			
TOTAL ALL COMPLAINANTS BY BASES	39	67	7	1	14	30	1	2	92	82	83	4			

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SEITEMENTS	RACE						BASES OF ALLEGED DISCRIMINATION IN SEITEMENTS								
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	1	0	1	1	4	4	1	1	14	6	6
C. AWARDS	0	0	0	0	0	0	0	0	2	3	1	1	3	1	1
E. DISCIPLINARY ACTION	0	0	0	7	0	0	1	0	9	17	8	8	23	9	9
E.1. DEMOTION	0	0	0	1	0	0	0	0	0	2	1	1	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	4	2	1	1	5	3	3
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	6	0	0	1	0	5	13	6	6	17	6	6
G. PERF. EVAL./APPRAISAL	0	0	0	1	0	0	1	0	6	3	1	1	20	6	6
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	3	0	15	2	1	10	5	34	77	30	30	82	35	31
I.1. NON-SEXUAL	0	3	0	15	2	1	10	5	31	75	28	28	75	30	28
I.2. SEXUAL									3	2	2	2	9	6	6
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1
K. PAY INCLUDING OVERTIME	0	0	0	1	0	0	0	0	3	0	0	0	7	3	3
L. PROMOTION/NON-SELECTION	0	0	0	5	0	0	2	0	11	4	3	3	29	11	11
M. REASSIGNMENT	0	0	0	1	0	0	0	0	4	6	4	4	6	3	3
N. REASONABLE ACCOMMODATION									10	12	6	6	24	13	11
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	1	0	0	0	0	3	2	1	1	4	2	2
T. TERMINATION	0	0	0	2	0	2	2	3	3	15	6	6	9	2	2
V. TIME AND ATTENDANCE	0	0	0	1	0	1	1	1	6	3	1	1	19	7	6
W. TRAINING	0	0	0	0	1	0	0	0	1	1	1	1	5	2	2
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	5	2	0	2	2	12	17	10	10	38	14	12
I. COUNSELING SETTLEMENT ALLEGATIONS	0	1	0	20	0	2	8	5	25						

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ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
1.1A. NUMBER OF COUNSELINGS SETTLED	0	1	0	14	0	1	7	4	12						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	1	0	14	0	1	7	4	12						
2. COMPLAINT SETTLEMENT ALLEGATIONS															
2.2A. NUMBER OF COMPLAINTS SETTLED	0	2	0	11	3	1	7	4	33						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	2	0	9	2	1	6	4	29						

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BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS																					
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE			
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
A. APPOINTMENT/HIRE	0	1	1	0	0	0			2	2	4	1	4	1	1	14	6	6			
C. AWARDS	0	0	0	0	0	0			0	2	2	0	3	1	1	3	1	1	1		
E. DISCIPLINARY ACTION	1	6	0	1	0	2			2	6	4	1	17	8	8	23	9	9	9		
E.1. DEMOTION	0	1	0	0	0	0			0	0	0	0	2	1	1	0	0	0	0		
E.3. SUSPENSION	0	1	0	0	0	0			0	0	1	1	0	2	1	1	5	3	3		
E.4. REMOVAL	0	1	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1		
E.6. OTHER DISCIPLINARY ACTIONS	1	3	0	1	0	2			2	5	3	1	13	6	6	17	6	6	6		
G. EVALUATION/APPRaisal	1	3	0	0	0	2			2	4	3	0	3	1	1	20	6	6	6		
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0		
I. HARASSMENT	9	23	2	1	5	6			14	13	16	2	77	30	30	82	35	31	31		
I.1. NON-SEXUAL	6	18	2	1	5	6			14	13	16	2	75	28	28	75	30	28	28		
I.2. SEXUAL	3	5	0	0									2	2	2	9	6	6	6		
J. MEDICAL EXAMINATION	0	1	0	1	1	0	0	0	0	0	0	0	0	3	1	1	1				
K. PAY INCLUDING OVERTIME	0	2	0	0	0	0	0	1	0	0	0	0	0	7	3	3	3				
L. PROMOTION/NON-SELECTION	3	1	0	0	0	2	4	2	3	0	4	3	3	29	11	11	11				
M. REASSIGNMENT	1	1	0	0	0	0	2	2	1	0	6	4	4	6	3	3	3				
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
N. REASONABLE ACCOMMODATION DISABILITY				1								10	13	2	12	6	6	24	13	11	
P. RELIGIOUS ACCOMMODATION															0	0	0	0	0	0	
R. SEX-STEROTYPING	0	0	0												0	0	0	0	0	0	
S. TELEWORK	0	0	0	0	0	0	0	1	1	0	2	1	1	4	2	2	2	2	2		
T. TERMINATION	1	1	1	0	0	2	2	3	1	1	15	6	6	9	2	2	2	2	2		
V. TIME AND ATTENDANCE	1	1	0	0	0	1	1	3	5	0	3	1	1	19	7	6	6	6			
W. TRAINING	1	1	0	0	0	0	0	1	1	0	1	1	1	5	2	2	2	2			
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	3	6	0	1	1	2	6	8	5	0	17	10	10	38	14	12	12	12	12		
1. COUNSELING SETTLEMENT ALLEGATIONS	6	14	4	4	2	4	0	0	17	30	16	6									

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AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2023

PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS																		
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMENTS	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	4	13	3	2	2	3	0	0	10	13	9	3						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	4	13	3	2	2	3	0	0	10	13	9	3						
2. COMPLAINT SETTLEMENT ALLEGATIONS	15	33	0	1	5	13	0	0	18	28	43	1						
2.2A. NUMBER OF COMPLAINTS SETTLED	7	16	0	1	3	7	0	0	12	12	18	1						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	7	16	0	1	3	6	0	0	11	11	16	1						

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	1	0	0	1	1	6	2	2	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	1	0	0	1	0	4	1	1	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	1	0	0	0	0	2	5	4	4	1	1	0	0	0
I.1. NON-SEXUAL	0	0	0	1	0	0	0	0	2	3	2	2	1	1	0	0	0
I.2. SEXUAL									0	2	2	2	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	2	0	0	1	0	1	8	4	4	1	1	1	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	1	1	1	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	2	0	0	0	0	0	4	4	4	1	1	0	0	0
1. Final Agency Decision Findings	0	0	0	3	1	0	1	1	4								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
1.1a. Number FADs with Findings	0	0	0	3	1	0	1	1	4								
1.1b. Number Complainants Issued FAD Findings	0	0	0	3	1	0	1	1	4								
2. AJ Decision Findings	0	0	0	2	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	1	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																					
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	0	0	0			0	0	2	0	6	2	2	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	1	0	2	1	1	0	0	0	0	0	0
E.4. REMOVAL	0	1	0	0	0	0			0	0	1	0	4	1	1	0	0	0	0	0	0
E.6. OTHER DISCIPLINARY ACTIONS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
I. HARASSMENT	0	2	0	0	0	0	0	0	1	0	5	4	4	1	1	0	0	0	0		
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	1	0	3	2	2	1	1	0	0	0	0		
I.2. SEXUAL	0	2	0	0							2	2	2	0	0	0	0	0	0		
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
L. PROMOTION/NON-SELECTION	1	0	0	0	0	0			3	0	1	0	8	4	4	1	1	1	1		
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
N. REASONABLE ACCOMMODATION DISABILITY				0						0	1	0	1	1	1	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
X. OTHER TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0	0	1	1	0	4	4	4	1	1	0	0	0	0		
1. Final Agency Decision Findings	1	4	0	0	0	0	0	0	2	1	6	0									

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																						
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE		
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL											
1.1a. Number FADs with Findings	1	3	0	0	0	0	0	0	2	1	6	0										
1.1b. Number Complainants Issued FAD Findings	1	3	0	0	0	0	0	0	2	1	6	0										
2. AJ Decision Findings	0	0	0	0	0	0	0	0	1	0	0	0										
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	1	0	0	0										
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	1	0	0	0										
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	1	0	0	0										
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	1	0	0	0										

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE	(IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)
285	A.1. TITLE VII
1	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
99	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
133	A.3. REHABILITATION ACT
1	A.4. EQUAL PAY ACT (EPA)
3	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
522	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	344	207,273	602.54
A.1. WITHDRAWALS	18	5,561	308.94
A.1.a. NON-ADR WITHDRAWALS	18	5,561	308.94
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	54	66,673	1,234.69
A.2.a. NON-ADR SETTLEMENTS	52	66,446	1,277.81
A.2.b. ADR SETTLEMENTS	2	227	113.50
A.3. FINAL AGENCY ACTIONS	272	135,039	496.47
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	183	57,428	313.81
B.1. FINDING DISCRIMINATION	16	9,159	572.44
B.2. FINDING NO DISCRIMINATION	129	46,110	357.44
B.3. DISMISSAL OF COMPLAINTS	38	2,159	56.82
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	89	77,611	872.03
C.1. AJ DECISION FULLY IMPLEMENTED	89	77,611	872.03
C.1.a. FINDING DISCRIMINATION	2	2,066	1,033.00
C.1.b. FINDING NO DISCRIMINATION	85	73,107	860.08
C.1.c. DISMISSAL OF COMPLAINTS	2	2,438	1,219.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	145	17,046	117.56
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	53	5,494	103.66
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	43	2,034	47.30
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	10	3,460	346.00
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	67	8,216	122.63
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	40	1,449	36.22
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	27	6,767	250.63
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	25	3,336	133.44
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	17	792	46.59
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	8	2,544	318.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	72	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	68	\$1,762,337.78
B.1. BACK PAY/FRONT PAY	9	\$132,406.60
B.2. LUMP SUM PAYMENT	41	\$1,293,554.00
B.3. COMPENSATORY DAMAGES	19	\$85,000.01
B.4. ATTORNEY FEES AND COSTS	21	\$251,377.17
D. INTENTIONALLY LEFT BLANK		
B.5. OTHER MONETARY BENEFITS	1	\$0.00
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	47	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	2	0
F.2. PROMOTIONS	2	1
F.3. EXPUNGEMENTS	3	0
F.4. REASSIGNMENTS	13	2
F.5. REMOVALS RESCINDED	4	0
F.6. ACCOMMODATIONS	6	0
F.7. TRAINING	11	1
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	7	1
F.9.a. RESCINDED	7	1
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	2	0
F.11. LEAVE RESTORED	13	1
F.12. NEUTRAL REFERENCE	1	0
F.13. OTHER NON-MONETARY BENEFITS	10	1

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	359	204000	568.24512		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	6	255	42.5	247	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	26	1421	54.653846	243	
A.2. COMPLAINTS PENDING IN INVESTIGATION	106	17917	169.02833	3112	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	15	9514	634.26666	3112	
A.3. COMPLAINTS PENDING IN HEARINGS	178	173733	976.02806	9004	570-2023-00586X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	43	10794	251.02325	1271	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	219	35090	160.23
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	219	35090	160.23
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	189	25688	135.92
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	29	6448	222.34
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	25	5525	221.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	4	923	230.75
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	2954	2,954.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$796,209.00		\$3,635.66

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FORMAL PHASE (COMPLAINT FILED)

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AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2023

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	98303	
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	60	
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	31	
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	2	
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	13	
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	14	
	AMOUNT	
D. EEO ADR FUNDING SPENT	\$8,421,235.00	

E. EEO ADR VVVCONTACT INFORMATION

E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Anita Pitchford
E.4. EMAIL	Anita.Pitchford@usda.gov
E.3. TELEPHONE NUMBER	(202) 720-5660
E.2. TITLE	Lead Equal Opportunity Specialist, Conflict Complaints Division

F. EEO ADR PROGRAM INFORMATION

	YES	NO
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?	X	
F.1a. If yes, is there a written policy requiring the participation?	X	
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2022 through September 30, 2023 is accurate and complete.

NAME OF CERTIFYING OFFICIAL:	
TITLE OF CERTIFYING OFFICIAL:	
TELEPHONE NUMBER:	
E-MAIL:	
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)	
DATE:	

NAME OF PREPARER:	
TITLE OF PREPARER:	
TELEPHONE NUMBER:	
E-MAIL:	
DATE:	

Form 462 Comments

Part Name	COMMENT (expression left evaluation symbol expression_right value1 value2 comment)
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