

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

USDA (Includes Sub-Level Offices)

For 1st Quarter 2022 for period ending December 31, 2021

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Number of Complaints Filed	561	522	436	394	342	52
Number of Complainants	531	497	414	381	323	52
Repeat Filers	24	21	18	11	17	0

Part 2 Complaints by Basis						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Race	243	216	195	170	142	17
Color	75	85	93	59	52	4
Religion	35	28	35	18	16	6
Reprisal	312	315	256	224	162	25
Sex	216	229	171	168	111	14
PDA	2	2	2	3	3	0
National Origin	67	68	58	46	41	4
Equal Pay Act	8	13	7	6	6	1
Age	208	155	157	144	96	15
Disability	185	195	170	140	103	21
Genetics	1	0	3	3	2	0
Non-EEO	55	40	37	38	29	4

Part 3 Complaints By Issue

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Appointment/Hire	40	24	17	31	26	1
Assignment of Duties*	87	83	72	58	34	0
Awards	18	14	8	7	7	1
Conversion to Full Time/Perm Status*	3	1	0	0	0	0
Disciplinary Action: Demotion	4	3	1	4	0	0
Disciplinary Action: Reprimand**	45	43	39	0	14	0
Disciplinary Action: Suspension	36	37	33	0	19	4
Disciplinary Action: Removal	17	21	32	29	7	3
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	5
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	18	8	15	0	5	0
Perf. Eval./ Appraisal	94	98	89	0	44	9
Examination/Test	2	1	1	0	2	0
Harassment: Non-Sexual	343	351	239	0	146	26
Harassment: Sexual	13	24	6	0	5	2
Medical Examination	4	0	3	0	0	0
Pay including overtime	30	11	13	0	4	1
Promotion/Non-Selection	124	71	100	0	68	13
Reassignment: Denied/Directed	17	21	17	0	11	0
Reassignment: Directed	20	26	39	0	19	0
Reasonable Accommodation Disability	84	94	74	0	35	7
Reinstatement*	0	0	3	0	1	0
Religious Accommodation	4	1	1	0	1	0
Retirement*	5	4	11	0	3	0
Sex-Stereotyping	1	1	0	0	0	0
Telework	25	31	20	0	2	0
Termination	36	35	25	0	28	4
Terms/Conditions of Employment*	146	135	136	0	56	0
Time and Attendance	67	77	68	0	27	1
Training	40	45	30	0	19	2
Other Terms/Conditions of Employment*	0	0	0	0	0	14

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Average days in Investigation for all cases pending during FY	159.35	173.22	199.95	208.25	157.95	147.26
Average days in Final Action for all cases pending during FY	165.64	36.78	41.0	32.69	35.83	13.29
Average days in Investigation with Hearing	163.69	172.58	208.32	218.27	166.19	145.32
Average days in Final Action with Hearing	108.76	20.9	29.65	26.09	18.22	4.83
Average Days in Investigation without Hearing	152.87	173.78	189.03	191.37	149.99	148.06
Average Days in Final Action without Hearing	205.66	50.9	55.94	41.27	53.54	37.36

Part 5 Complaints Dismissed or Withdrawn						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Total Complaints Dismissed by Agency	82	84	51	46	22	7
Average Days Pending Prior to Dismissal	66	20	66	40	532	36.43
Total Complaints Withdrawn by Complainants	37	28	32	46	18	1

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 12-31)	FY 2022 % (thru 12-31)
Total Number Findings	5		1		3		10		1		2	
Findings Without Hearing	3	60	0	0	1	33	3	30	0	0	0	0
Findings With Hearing	2	40	1	100	2	67	7	70	1	100	2	100

Part 7 Finding of Discrimination by Basis

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 12- 31)	FY 2022 % (thru 12- 31)
Total Number Findings	4		1		3		10		1		1	
Race	3	75.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	25.00	1	100.00	2	66.67	0	0.00	1	100.00	0	0.00
Sex	0	0.00	1	100.00	1	33.33	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	2	66.67	0	0.00	1	100.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 12-31)	FY 2022 % (thru 12-31)
Findings After Hearing	2		1		2		0		1		1	
Race	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	1	100.00	1	50.00	0	0.00	1	100.00	0	0.00
Sex	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	50.00	0	0.00	1	100.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 12-31)	FY 2022 % (thru 12-31)
Finding Without Hearing	2		0		1		3		0		0	
Race	1	50.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	1	50.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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Part 8 Finding of Discrimination by Issue (with Hearing)
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Part 8 Finding of Discrimination by Issue (without Hearing)

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Part 9 Complaints Pending from Previous FY By Status						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Total complaints from previous Fiscal Years	464	453	461	375	324	443
Total Complainants	421	410	406	328	285	374
Complaints Pending Investigation	16	17	18	18	18	4
ROI issued, pending Complainant's action	0	0	1	0	1	38
Complaints Pending in Hearing	427	426	419	330	303	278
Complaints Pending Final Agency Action	25	24	33	30	16	72
Complaints Pending Appeal with EEOC Office of Federal Operations	192	231	274	351	298	177

Part 10 Complaint Investigations						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	8	21	17	17	14	2