

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

USDA (Includes Sub-Level Offices)

For 3rd Quarter 2026 for period ending June 30, 2026

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 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Number of Complaints Filed	342	264	309	392	317	179
Number of Complainants	323	256	296	361	288	164
Repeat Filers	17	8	13	28	28	14

Part 2 Complaints by Basis						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Race	142	86	126	158	110	54
Color	52	35	50	64	41	18
Religion	16	35	33	34	16	12
Reprisal	162	122	176	234	198	102
Sex	111	79	115	154	99	62
PDA	3	1	2	4	2	4
National Origin	41	20	45	66	53	25
Equal Pay Act	6	4	9	4	5	4
Age	96	69	95	123	99	35
Disability	103	122	131	158	148	97
Genetics	2	5	5	3	3	2
Non-EEO	29	21	41	47	33	13

Part 3 Complaints By Issue						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Appointment/Hire	26	11	18	26	9	5
Assignment of Duties*	34	11	0	0	0	0
Awards	7	4	6	13	7	3
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	1	1	1	5	4
Disciplinary Action: Reprimand**	14	0	0	0	0	0
Disciplinary Action: Suspension	19	15	19	25	16	11
Disciplinary Action: Removal	7	9	17	14	22	5
Disciplinary Action: Other Disciplinary Actions**	0	0	55	83	43	23
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	5	0	0	0	0	0
Perf. Eval./ Appraisal	44	26	29	34	18	10
Examination/Test	2	0	0	0	1	1
Harassment: Non-Sexual	146	122	190	245	156	91
Harassment: Sexual	5	11	10	16	6	5
Medical Examination	0	1	1	2	5	0
Pay including overtime	4	4	23	25	12	3
Promotion/Non-Selection	68	48	55	87	48	14
Reassignment: Denied/Directed	11	4	9	17	13	2
Reassignment: Directed	19	3	17	25	9	8
Reasonable Accommodation Disability	35	32	54	62	70	47
Reinstatement*	1	0	0	0	0	0
Religious Accommodation	1	52	7	4	1	1
Retirement*	3	0	0	0	0	0
Sex-Stereotyping	0	0	0	2	1	0
Telework	2	4	9	23	12	3
Termination	28	24	39	57	52	15
Terms/Conditions of Employment*	56	0	0	0	0	0
Time and Attendance	27	13	37	75	32	13
Training	19	9	26	48	18	7
Other Terms/Conditions of Employment*	0	0	100	162	111	59

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Average days in Investigation for all cases pending during FY	157.95	156.07	161.77	165.42	160.92	170.47
Average days in Final Action for all cases pending during FY	35.83	34.18	67.16	23.07	30.75	20.00
Average days in Investigation with Hearing	166.19	170.42	155.84	166.54	169.82	175.00
Average days in Final Action with Hearing	18.22	19.54	44.59	10.3	13.94	13.14
Average Days in Investigation without Hearing	149.99	144.37	169.25	163.23	155.92	173.54
Average Days in Final Action without Hearing	53.54	58.59	96.8	37.15	47.8	36.23

Part 5 Complaints Dismissed or Withdrawn						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Total Complaints Dismissed by Agency	22	37	37	49	44	20
Average Days Pending Prior to Dismissal	532	68	57.73	55.47	50.93	49.40
Total Complaints Withdrawn by Complainants	18	19	18	15	33	12

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 06-30)	FY 2026 % (thru 06-30)
Total Number Findings	1		10		18		10		8		2	
Findings Without Hearing	0	0	2	20	15	83	6	60	6	75	0	0
Findings With Hearing	1	100	8	80	3	17	4	40	2	25	2	100

Part 7 Finding of Discrimination by Basis

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 06- 30)	FY 2026 % (thru 06- 30)
Total Number Findings	1		10		19		10		8		2	
Race	0	0.00	2	20.00	6	31.58	4	40.00	2	25.00	0	0.00
Color	0	0.00	2	20.00	1	5.26	1	10.00	1	12.50	0	0.00
Religion	0	0.00	0	0.00	1	5.26	0	0.00	0	0.00	0	0.00
Reprisal	1	100.00	8	80.00	5	26.32	7	70.00	6	75.00	0	0.00
Sex	0	0.00	4	40.00	4	21.05	4	40.00	2	25.00	1	50.00
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	1	50.00
Equal Pay Act	0	0.00	0	0.00	1	5.26	1	10.00	0	0.00	0	0.00
Age	0	0.00	2	20.00	4	21.05	3	30.00	2	25.00	0	0.00
Disability	1	100.00	4	40.00	8	42.11	5	50.00	2	25.00	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	1	5.26	2	20.00	1	12.50	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 06- 30)	FY 2026 % (thru 06- 30)
Findings After Hearing	1		8		3		4		2		2	
Race	0	0.00	2	25.00	2	66.67	4	100.00	1	50.00	0	0.00
Color	0	0.00	1	12.50	0	0.00	1	25.00	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	100.00	6	75.00	1	33.33	3	75.00	2	100.00	0	0.00
Sex	0	0.00	2	25.00	0	0.00	2	50.00	0	0.00	1	50.00
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	1	50.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Age	0	0.00	2	25.00	2	66.67	3	75.00	0	0.00	0	0.00
Disability	1	100.00	3	37.50	1	33.33	1	25.00	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	1	25.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count	FY 2025 %	FY 2026 Count (thru 06- 30)	FY 2026 % (thru 06- 30)
Finding Without Hearing	0		2		16		6		6		0	
Race	0	0.00	0	0.00	4	25.00	0	0.00	1	16.67	0	0.00
Color	0	0.00	1	50.00	1	6.25	0	0.00	1	16.67	0	0.00
Religion	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	2	100.00	4	25.00	4	66.67	4	66.67	0	0.00
Sex	0	0.00	2	100.00	4	25.00	2	33.33	2	33.33	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	1	6.25	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	2	12.50	0	0.00	2	33.33	0	0.00
Disability	0	0.00	1	50.00	7	43.75	4	66.67	2	33.33	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	1	6.25	1	16.67	1	16.67	0	0.00

Part 8 Finding of Discrimination by Issue

	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 06-30)	FY 2026 % (thru 06-30)
Total Number Findings	1		10		17		10		7		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	1	6	1	10	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	1	6	1	10	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	1	10	2	29	0	0
Disciplinary Action: Other 2**	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
Perf. Eval. / Appraisal	0	0	2	20	0	0	2	20	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	2	12	2	20	1	14	0	0
Harassment: Non-Sexual	1	100	5	50	3	18	5	50	5	71	1	50
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	3	30	5	29	3	30	2	29	1	50
Reassignment: Denied/Directed	0	0	0	0	1	6	1	10	0	0	0	0
Reassignment: Directed	0	0	2	20	0	0	0	0	1	14	0	0
Reasonable Accommodation Disability	1	100	1	10	2	12	3	30	1	14	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	2	20	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1	10	1	14	0	0
Termination	0	0	0	0	0	0	2	20	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	2	20	0	0	0	0	1	14	0	0
Training	0	0	1	10	0	0	0	0	3	43	0	0
Other Terms/Conditions of Employment*	0	0	0	0	5	29	1	10	2	29	0	0

Part 8 Finding of Discrimination by Issue (with Hearing)

	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 06-30)	FY 2026 % (thru 06-30)
Findings After Hearing	1		8		3		4		2		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	1	25	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	1	25	0	0	0	0
Disciplinary Action: Other 2**	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
Perf. Eval. / Appraisal	0	0	2	25	0	0	1	25	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	1	100	3	38	1	33	2	50	1	50	1	50
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	25	1	33	2	50	1	50	1	50
Reassignment: Denied/Directed	0	0	0	0	1	33	0	0	0	0	0	0
Reassignment: Directed	0	0	1	13	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	100	1	13	1	33	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	2	25	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	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	2	25	0	0	0	0	0	0	0	0
Training	0	0	1	13	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	1	33	1	25	0	0	0	0

Part 8 Finding of Discrimination by Issue (without Hearing)

	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count	FY 2024 %	FY 2025 count	FY 2025 %	FY 2026 count (thru 06-30)	FY 2026 % (thru 06-30)
Findings Without Hearing	0		2		14		6		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	1	7	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	1	7	1	17	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	2	40	0	0
Disciplinary Action: Other 2**	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
Perf. Eval. / Appraisal	0	0	0	0	0	0	1	17	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Sexual	0	0	0	0	2	14	2	33	1	20	0	0
Harassment: Non-Sexual	0	0	2	100	2	14	3	50	4	80	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	50	4	29	1	17	1	20	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	1	17	0	0	0	0
Reassignment: Directed	0	0	1	50	0	0	0	0	1	20	0	0
Reasonable Accommodation Disability	0	0	0	0	1	7	3	50	1	20	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	1	17	1	20	0	0
Termination	0	0	0	0	0	0	2	33	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	1	20	0	0
Training	0	0	0	0	0	0	0	0	3	60	0	0
Other Terms/Conditions of Employment*	0	0	0	0	4	29	0	0	2	40	0	0

Part 9 Complaints Pending from Previous FY By Status						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Total complaints from previous Fiscal Years	324	212	168	159	125	155
Total Complainants	285	181	143	142	117	146
Complaints Pending Investigation	18	15	15	13	1	3
ROI issued, pending Complainant's action	1	0	0	2	3	6
Complaints Pending in Hearing	303	179	127	115	87	110
Complaints Pending Final Agency Action	16	29	5	7	7	12
Complaints Pending Appeal with EEOC Office of Federal Operations	298	380	301	325	137	131

Part 10 Complaint Investigations						
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 (thru 06-30)
Pending Complaints Where Investigations Exceed Required Time Frames	14	15	12	4	7	0