EQUAL OPPORTUNITY DATA REQUIRED TO BE POSTED BY THE NO FEAR ACT Equal Employment Opportunity Formal Discrimination Complaints U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 2003) Reporting Period Beginning: 10/1/02 and Ending: 9/30/03 Posting Date: 1/29/04

Agency: All Other USDA Staff Office

1. The num filed: 64	ber of cor	nplaints	2. Number of individuals fili				ber of Repeat Filers		
4. Number of various bases	of BASES	Alleged in	 Complaints Fi ion)	led for the F	Reporting Period	The numb	er of those complaints	raising each of the	
BASIS	3 or uneget	a discriminat	1011.)	Number	BASIS			Number	
a. RACE				21	e. NATIONAL (DEIGIN	Hispanic	1	
a. KACL	White			13	e. NATIONAL V	e. NATIONAL ORIGIN		2	
		Indian 9 Al	askan Native	1	f DICABILITY		Other Physical	4	
				2	- I. DISABILITY	f. DISABILITY		1	
	Asian & Pacific Islander				Mental			I	
b COLOR	Other			6 5	- ACE	Both			
b. COLOR				5	g. AGE			5	
c. RELIGION			1	h. RETALIATION			27		
d. SEX (incl	udina	Male		9	i. NON-EEOC REPORTABLE BASES				
Equal Pay		Female		10					
	, ,	1 0111410			Total			108	
5. Number of various issue				iled for the			ber of those complaints		
ISSUES			,	Number	ISSUES			Number	
a. APPOINT	MENT/HI	RE			j. TRAINING			2	
b. ASSIGNM		OUTIES		5		k. TIME & ATTENDANCE			
c. AWARDS				1	I. TERMINATIO	ON		5	
d. CONVERS	SION TO F	ULL-TIME			m. MEDICAL E				
e. DISCIPLI	INARY AC	TION			n. PAY, INCLUDING OVERTIME				
Demot	tion				o. PROMOTION/NON-SELECTION			21	
Reprimand			(3)	p. HARASSMEI	p. HARASSMENT				
Suspension			(1)	Sexual	Sexual				
Remov	/al				Non-Sexua	Non-Sexual			
Miscell	laneous				q. REINSTATEMENT				
f. DUTY HOURS					r. RETIREMEN				
g. EVALUATION/APPRAISAL				5	s. TERMS/CONDITIONS OF EMPLOYMENT			1	
h. EXAMINATION/TEST					t. REASONABLE ACCOMODATION			1	
i. REASSIGNMENT				1	u. OTHER			3	
					Total			74	
6. Average Length of Time to Complete Each the Complaint Process:				h Stage of	Number of Com	plaints	Number of Processing Days	Average Number of Processing Days	
a. COUN	ISELING			$\overline{}$					
b. INVESTIGATION				Ī	52		20847	401	
c. FINAL AGENCY ACTION-WITH EEOC HE				ARING	3		3392	1131	
d. FINAL AGENCY ACTION-WITHOUT EEO HEARING				С	56		80032	1429	
e. DISM				Ī	9		5319	591	
f. SETTLEMENT AGREEMENTS				Ī	13		8141	626	
g. WITHDRAWLS					3 410		410	137	
7. Final Agency Actions Involving a Finding of Discrimination.					Number of Com with a Findir Discriminat	ng of	of Discri	ints with a Finding mination	
a. Without an EEOC Administrative Hearing				ng	1		100	0%	
b. With an EEOC Administrative Hearing									
Totals					1		10	0%	

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With a Finding of Discrimination by Bases with a specific promptaints with an EEOC Hearing Black White Black White Asian & Facility Black White Asian & Facility Black B		Reporting Per	od Beginning: 10		and Ending: 9/30/0)3 ico	Postir	ng Date: 1/29/0	4
Black White American Indian & Alaskan Native American Indian & Alaskan Native Asian & Pacific Islander Unidentified Unidentified	With a Finding of Complaints Discrimination by with an Basis. EEOC		Percent of Bases with an EEOC	Number of Complaints without an EEOC	Perd B with E	ases out an EOC	Number of	Percent of	
White American Indian & Alaskan Nartive Al	Race	Black	ricaring		ricaring	110	uring		
Alsakan Native Asian & Pacific Islander Unidentified									
Asian & Pacific Islander Unidentified Uniden		American Indian &							
Islander Unidentified									
Unidentified Unified Unif									
Religion Sex (Including Gual Pay Let) Male Female Gual Pay Let) Other Other Other Other Other Religion Other Other Other Other Religion Other Other									
Religion Sex (Including qual Pay Act) Act) National Hispanic Other Great Hispanic Other	Color	Unidentined							
Sex (Including qual Pay ket) Female									
Cliniciding Female Capital Pays Capital Pay	Religion								
Cliniciding Female Capital Pays Capital Pay	Sex	Male							
Actional Hispanic Complaints Hispanic Complaints Complaint									
Origin Other									
Acceptance/Dismissal (Counseling) 3. Acceptance/Dismissal (Counseling) 5. Investigation 40. Acceptance/Dismissal (Counseling) 5. Investigation 40. 6 37 5. Investigation 40. 6 37 58 5. Hearing 40. 10 5. Hearing 40. 41 6. 37 6. Suppeal 6. Totals 7. Totals 8. Number of Complaints in abeyance pending resolution of class complaints With an EEOC Hearing Appointment/Hire Assignment of Duties Awards	National	l Hispanic							
Physical Mental Both	Origin								
Mental Both	Age								
Retaliation Non-EEOC Reportable Complaints Total P. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.) (1 + 2) Total number of number of complaints filed in the current fiscal year pending complaints filed in the current fiscal year period Fiscal year period Fiscal year prior fiscal year period Fiscal year period Fiscal year prior fiscal year period Fiscal year perio	Disabilit	y Physical							
Retaliation Non-EECC Reportable Complaints Total P. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.) (1 + 2) Total number of number of pending complaints filed in the current fiscal year start of the current f									
Non-EEOC Reportable Complaints Total P. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.) (1 + 2) Total number of number of number of complaints filed in the current fiscal year filed before the start of the current fiscal year start of the current fiscal year start of the current fiscal year start of the current fiscal years. Acceptance/Dismissal (Counseling) Acceptance for the current fiscal year of complaints in the current fiscal year of the current f									
Complaints Total P. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.) (1 + 2) Total number of pending complaints filed in the current fiscal year start of the current fiscal years a. Acceptance/Dismissal (Counseling) 55 13 42 55 b. Investigation 40 6 37 58 c. Hearing 87 42 43 35 d. Final Agency Action 2. Appeal 40 41 38 d. Totals 224 61 763 786 786 786 786 787 788 789 789 789 789 789 789 789 789	Retaliati	ion							
P. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.) Complaints Co									
Complaints pending for any length of time. Complaints pending for any length of time. Complaints pending number of pending complaints Complaints filed in the current fiscal year Complaints first filed before the start of the current fiscal year Complaints first pending tomplaints Complaints first pending tomplaints in start of the current pending tomplaints in the current fiscal year Complaints in the current fiscal year Complaints in the current pending tomplaints Complaints in the current pending tomplaints Complaints Compl		Total							
Total number of pending complaints who filed in the current fiscal year sart of the current fi				e End of the Perio		ent and	Previous		The total number
number of pending complaints with a current fiscal year start of the current fiscal year start of the current fiscal year start of the current fiscal year years a. Acceptance/Dismissal (Counseling) 55 13 42 55 b. Investigation 40 6 37 58 c. Hearing 87 42 43 35 d. Final Agency Action 40 40 41 38 c. Appeal 40 41 38 c. Totals 224 61 163 186 g. Number of complaints in abeyance pending resolution of class complaints: 10. Final Agency Actions with a Finding of Discrimination by Issues. Appointment/Hire Assignment of Duties Awards					(1)				
pending complaints war to filed before the start of the current fiscal year start of the current fiscal years start of the									
complaints year start of the current fiscal years a. Acceptance/Dismissal (Counseling) 55 13 42 55 b. Investigation 40 6 37 58 c. Hearing 87 42 43 35 d. Final Agency Action 8. Appeal 40 40 41 38 d. Totals 224 61 163 186 d. Number of complaints in abeyance pending resolution of class complaints I sues. Number of Complaints With an EEOC Hearing Appointment/Hire Assignment of Duties Complaints year start of the current fiscal year years 42 55 d. Final 42 43 35 d. Final Agency Action 41 38 d. Totals 224 61 163 186 d. Totals 224 61 163 186 d. Totals 224 61 163 186 d. Final Agency Actions with a Finding of Discrimination by Issues. Responsible to the percent of Complaints With an EEOC Hearing Appointment/Hire Assignment of Duties									
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D. Investigation 40 6 37 58 D. Hearing 87 42 43 35 D. Final Agency Action 9 D. Appeal 40 41 38 D. Totals 224 61 163 186 D. Number of complaints in abeyance pending resolution of class complaints: 10. Final Agency Actions with a Finding of Discrimination by Issues. With an EEOC Hearing Appointment/Hire Assignment of Duties Awards				•	,		fisc	al year	-
2. Hearing 87 42 43 35 d. Final Agency Action 9. Appeal 40 41 38 d. Totals 224 61 163 186 g. Number of complaints in abeyance pending resolution of class complaints: 10. Final Agency Actions with a Finding of Discrimination by Issues. With an EEOC Hearing Appointment/Hire Assignment of Duties Awards	a. Acceptance/Dismissal (Counseling)								
2. Final Agency Action 2. Appeal 40 41 38 3. Totals 224 61 163 186 3. Number of complaints in abeyance pending resolution of class complaints: 10. Final Agency Actions with a Finding of Discrimination by Issues. With an EEOC Hearing Appointment/Hire Assignment of Duties Awards	b. Investigation								
2. Appeal 40 41 38 Totals 224 61 163 186 g. Number of complaints in abeyance pending resolution of class complaints: 10. Final Agency Actions with a Finding of Discrimination by Issues. Appointment/Hire Assignment of Duties 40 41 63 186 Complaints Number of Complaints: Without an EEOC Hearing Appointment/Hire Assignment of Duties	c. Hearing		87	42			43	35	
Totals 224 61 163 186 g. Number of complaints in abeyance pending resolution of class complaints: 10. Final Agency Actions with a Finding of Discrimination by Issues. Appointment/Hire Assignment of Duties Totals 224 61 163 186 Percent of Complaints With an ECOC Hearing Hearing Appointment/Hire Assignment of Duties				40				<i>1</i> 1	20
g. Number of complaints in abeyance pending resolution of class complaints: 10. Final Agency Actions with a Finding of Discrimination by Issues. Appointment/Hire Assignment of Duties Number of Complaints With an EEOC Hearing Hearing Number of Complaints With an EEOC Hearing Hearing Appointment/Hire Assignment of Duties				61					
10. Final Agency Actions with a Finding of Discrimination by Issues. Number of Complaints With an EEOC Hearing Appointment/Hire Assignment of Duties Number of Complaints With an EEOC Hearing Number of Complaints With an EEOC Hearing Appointment/Hire Assignment of Duties			/ance pending re				<u>I</u>		, ,,,,,
Finding of Discrimination by Issues. Complaints With an EEOC Hearing Appointment/Hire Assignment of Duties Complaints With an EEOC Hearing Complaints With an EEOC Hearing Appointment/Hire Assignment of Duties						f	Nur	nber of	Percent of
Hearing Hearing EEOC Hearing Appointment/Hire Assignment of Duties Awards	Finding of Discrimination by		Complaints	Complaints With an		Complaints		Complaints	
Appointment/Hire Assignment of Duties Awards	Issu	es.			EEOC Heari	ng			Without an
Assignment of Duties Awards	Appoint	ment/Hire		Hearing			He	earing	EEOC Hearing
Awards	•••								
	Assignm	nent of Duties							
Conversion to Full-Time	Awards						·		
	Convers	ion to Full-Time							

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	ı	1			1
Disciplinary Action Demotion					
	Reprimand				
	Suspension				
	Removal				
	Miscellaneous				
Duty Hours					
Evaluation Appraisal					
Examination/Test	Examination/Test				
Harassment	Sexual				
	Non-sexual				
Medical Examination					
Pay, Including Overtim	ne				
Promotion/Non-Select	ion				
Reassignment	Denied				
	Directed				
Reasonable Accommod	dation				
Reinstatement					
Retirement					
Terms/Conditions of E	mployment				
Termination					
Training					
Time & Attendance					
Other				1	100%
Totals				1	100%
			th of time in which the a by 1614.106(e)(2).	gency has not	
a. Pending compla					
b. Pending compl a	aints received pri	or to the current	fiscal year: 34		