

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 2004)

Reporting Period Beginning: 10/1/03

and Ending: 09/30/04 Cumulative

Posting Date: 10/31/04

Agency: ALL OTHER USDA STAFF OFFICES

1. The number of complaints filed: 75		2. Number of Filers (The number of individuals filing those complaints): 61		3. Number of Repeat Filers (The number of individuals who filed 2 or more complaints): 4	
4. Number of BASES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various bases of alleged discrimination.)					
BASIS		Number	BASIS		Number
a. RACE	Black	36	e. NATIONAL ORIGIN	Hispanic	1
	White	4		Other	
	American Indian & Alaskan Native	1	f. DISABILITY	Physical	15
	Asian & Pacific Islander			Mental	1
	Other	3		Both	1
b. COLOR		8	g. AGE		14
c. RELIGION			h. RETALIATION		49
d. SEX (including Equal Pay Act)	Male	8	i. NON-EEOC REPORTABLE BASES		3
	Female	19			
					Total
					163
5. Number of ISSUES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various issues of alleged discrimination.)					
ISSUES		Number	ISSUES		Number
a. APPOINTMENT/HIRE		1	j. TRAINING		9
b. ASSIGNMENT OF DUTIES		16	k. TIME & ATTENDANCE		15
c. AWARDS		8	l. TERMINATION		1
d. CONVERSION TO FULL-TIME			m. MEDICAL EXAMINATION		
e. DISCIPLINARY ACTION		13	n. PAY, INCLUDING OVERTIME		3
Demotion		(2)	o. PROMOTION/NON-SELECTION		21
Reprimand			p. HARASSMENT		40
Suspension		(5)	Sexual		(4)
Removal			Non-Sexual		(36)
Miscellaneous		(6)	q. REINSTATEMENT		
f. DUTY HOURS		2	r. RETIREMENT		
g. EVALUATION/APPRAISAL		14	s. TERMS/CONDITIONS OF EMPLOYMENT		10
h. EXAMINATION/TEST			t. REASONABLE ACCOMODATION		4
i. REASSIGNMENT		8	u. OTHER		10
					Total
					175
6. Average Length of Time to Complete Each Stage of the Complaint Process:			Average Number of Processing Days	Number of Complaints	
a. INVESTIGATION Investigation (Agency)			382	77	
b. FINAL AGENCY ACTION (Decision) -WITH EEOC HEARING (EEOC)			990	9	
c. FINAL AGENCY ACTION (Decision) -WITHOUT EEOC HEARING (CR)			974	53	
d. DISMISSALS			463	29	
e. SETTLEMENT AGREEMENTS			446	18	
f. WITHDRAWALS			582	8	

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7. Final Agency Actions (Decisions) Involving a Finding of Discrimination.			Number of Complaints with a Finding of Discrimination		Percent of Complaints with a Finding of Discrimination		
a. Without an EEOC Administrative Hearing							
b. With an EEOC Administrative Hearing							
Totals			<i>0</i>				
8. Final Agency Actions With a Finding of Discrimination by Basis.		Number of Bases with an EEOC Hearing	Percent of Bases with an EEOC Hearing	Number of Bases without an EEOC Hearing	Percent of Bases without an EEOC Hearing	Total Number of Bases	Total Percent of Bases
Race	Black						
	White						
	American Indian & Alaskan Native						
	Asian & Pacific Islander						
	Unidentified						
Color							
Religion							
Sex (Including Equal Pay Act)	Male						
	Female						
National Origin	Hispanic						
	Other						
Age							
Disability	Physical						
	Mental						
	Both						
Retaliation							
Non-EEOC Reportable Complaints							
Total		<i>0</i>		<i>0</i>		<i>0</i>	
9. 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	(1) Total number of complaints filed in the current fiscal year	(2) Total number of complaints first filed before the start of the current fiscal year	Number of individuals who filed complaints in prior fiscal years		
a. Acceptance/Dismissal		3	1	2	2		
b. Investigation		56	33	23	21		
c. Hearing		56	9	47	39		
d. Final Agency Action		38	11	27	27		
e. Appeal		15	3	12	12		
f. Totals		168	57	111	101		
g. Number of complaints in abeyance pending resolution of class complaints: 8							
10. Final Agency Actions with a Finding of Discrimination by Issues.		Number of Issues With an EEOC Hearing	Percent of Issues With an EEOC Hearing	Number of Issues Without an EEOC Hearing	Percent of Issues Without an EEOC Hearing		
Appointment/Hire							
Assignment of Duties							

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Awards					
Conversion to Full-Time					
Disciplinary Action	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Miscellaneous				
Duty Hours					
Evaluation Appraisal					
Examination/Test					
Harassment	Sexual				
	Non-sexual				
Medical Examination					
Pay, Including Overtime					
Promotion/Non-Selection					
Reassignment	Denied				
	Directed				
Reasonable Accommodation					
Reinstatement					
Retirement					
Terms/Conditions of Employment					
Termination					
Training					
Time & Attendance					
Other					
Totals		<i>0</i>		<i>0</i>	

11. The total number of complaints pending for any length of time in which the agency has not completed its investigation within the time required by 1614.106(e)(2).

a. Pending complaints received during the current fiscal year: 13

b. Pending complaints received prior to the current fiscal year: 25