

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

USDA

For 3rd Quarter 2008 for period ending June 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed			650	530	544	420
Number of Complainants			549	483	486	320
Repeat Filers			59	38	33	36
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Race			242	207	186	157
Color			68	45	43	29
Religion			32	28	21	18
Reprisal			347	263	263	214
Sex			240	181	181	145

National Origin			96	79	42	36
Equal Pay Act			22	15	8	7
Age			222	174	184	133
Disability			113	97	105	77
Non-EEO			3	14	24	28
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Appointment/Hire			35	29	34	22
Assignment of Duties			74	58	59	45
Awards			13	16	10	23
Conversion to Full-time			0	0	0	0
Disciplinary Action						
Demotion			8	4	4	2
Reprimand			21	14	15	14
Suspension			39	18	19	17
Removal			8	5	8	5
Other			12	6	15	5
Duty Hours			7	6	7	6
Evaluation Appraisal			55	47	42	61
Examination/Test			1	1	2	2
Harassment						
Non-Sexual			244	202	200	176
Sexual			17	15	19	11

Medical Examination			0	0	0	0
Pay (Including Overtime)			6	6	5	5
Promotion/Non-Selection			205	151	141	110
Reassignment						
Denied			9	2	7	4
Directed			27	21	34	20
Reasonable Accommodation			27	21	39	29
Reinstatement			2	0	1	1
Retirement			6	11	5	3
Termination			42	46	37	13
Terms/Conditions of Employment			77	40	43	40
Time and Attendance			31	31	39	30
Training			36	19	19	28
Other			76	88	71	44
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation			258.76	217.47	297.90	223.44
Average number of days in final action			483.52	326.43	432.75	521.88
Complaint pending during fiscal year where hearing was						

requested												
Average number of days in investigation					265.50	215.67	283.83					221.28
Average number of days in final action					74.06	45.41	114.07					80.27
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation					253.48	219.06	307.79					224.72
Average number of days in final action					540.62	620.64	614.43					766.17
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
	2003	2004	2005	2006	2007							
Total Complaints Dismissed by Agency					131	81	73					36
Average days pending prior to dismissal					750	683	690					266
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants					61	55	27					26
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
	2003	2004	2005	2006	2007							
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings					8		17		8		5	
Without Hearing					6	75	6	35	3	38	3	60
With Hearing					2	25	11	65	5	63	2	40
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					9		15		7		4	
Race					2	22	2	13	1	14	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					6	67	11	73	3	43	4	100
Sex					4	44	4	27	3	43	1	25
National Origin					0	0	0	0	2	29	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					1	11	1	7	0	0	0	0
Disability					3	33	0	0	2	29	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings After Hearing					2		9		4		1	

Race					0	0	2	22	1	25	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					2	100	6	67	1	25	1	100
Sex					1	50	3	33	2	50	0	0
National Origin					0	0	0	0	1	25	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	1	11	0	0	0	0
Disability					0	0	0	0	0	0	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings Without Hearing					2		4		2		3	
Race					1	50	0	0	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					1	50	3	75	1	50	3	100
Sex					0	0	1	25	1	50	1	33
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	0	0	0	0	0	0
Disability					1	50	0	0	2	100	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-	

	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					9		15		7		4	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					1	11	0	0	1	14	1	25
Awards					1	11	0	0	0	0	1	25
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	2	29	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	1	7	0	0	0	0
Duty Hours					1	11	0	0	0	0	0	0
Evaluation Appraisal					1	11	0	0	0	0	2	50
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					4	44	5	33	2	29	1	25
Sexual					0	0	1	7	0	0	1	25
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	1	7	0	0	0	0
Promotion/Non-Selection					1	11	5	33	3	43	0	0

Reassignment												
Denied					0	0	1	7	0	0	0	0
Directed					0	0	1	7	0	0	1	25
Reasonable Accommodation					2	22	0	0	1	14	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	1	7	0	0	0	0
Termination					1	11	0	0	0	0	0	0
Terms/Conditions of Employment					1	11	1	7	1	14	0	0
Time and Attendance					1	11	1	7	1	14	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					2	22	2	13	0	0	0	0
Findings After Hearing					2		9		4		1	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	1	25	0	0
Removal					0	0	0	0	0	0	0	0

Other					0	0	1	11	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	1	100
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					1	50	2	22	2	50	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	1	11	0	0	0	0
Promotion/Non-Selection					1	50	5	56	2	50	0	0
Reassignment												
Denied					0	0	1	11	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	1	11	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	1	11	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					0	0	0	0	0	0	0	0

Findings Without Hearing				7		6		3		3	
Appointment/Hire				0	0	0	0	0	0	0	0
Assignment of Duties				1	14	0	0	1	33	1	33
Awards				1	14	0	0	0	0	1	33
Conversion to Full-time				0	0	0	0	0	0	0	0
Disciplinary Action											
Demotion				0	0	0	0	0	0	0	0
Reprimand				0	0	0	0	0	0	0	0
Suspension				0	0	0	0	1	33	0	0
Removal				0	0	0	0	0	0	0	0
Other				0	0	0	0	0	0	0	0
Duty Hours				1	14	0	0	0	0	0	0
Evaluation Appraisal				1	14	0	0	0	0	1	33
Examination/Test				0	0	0	0	0	0	0	0
Harassment											
Non-Sexual				3	43	3	50	0	0	1	33
Sexual				0	0	1	17	0	0	1	33
Medical Examination				0	0	0	0	0	0	0	0
Pay (Including Overtime)				0	0	0	0	0	0	0	0
Promotion/Non-Selection				0	0	0	0	1	33	0	0
Reassignment											
Denied				0	0	0	0	0	0	0	0

Directed					0	0	1	17	0	0	1	33
Reasonable Accommodation					2	29	0	0	1	33	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					1	14	0	0	0	0	0	0
Terms/Conditions of Employment					1	14	1	17	1	33	0	0
Time and Attendance					1	14	0	0	1	33	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					2	29	2	33	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2008Thru06-30						
	2003	2004	2005	2006	2007							
Total complaints from previous Fiscal Years			1345	1376	1327	1285						
Total Complainants			966	1034	1034	1028						
Number complaints pending												
Investigation			29	52	64	119						
ROI issued, pending Complainant's action			1	2	8	11						
Hearing			29	52	64	119						
Final Agency Action			435	483	429	473						
Appeal with EEOC Office of Federal Operations			0	13	20	23						
Complaint	Comparative Data											

	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames			73	79	107	157