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

USDA (and below)

For 1st Quarter 2013 for period ending December 31, 2012

	Comparative Data										
Complaint Activity	Pr	evious I	2012Th 12 21								
	2008	2009	2010	2011	2012	2013Thru12-31					
Number of Complaints Filed	549	527	478	528	536	134					
Number of Complainants	417	394	466	512	519	132					
Repeat Filers	50	21	7	12	12	2					

Compleints by Desig	Comparative Data										
Complaints by Basis	Pro	evious 1									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31					
Race	223	181	171	228	214	45					
Color	43	44	23	38	56	6					
Religion	22	13	16	23	23	3					
Reprisal	282	248	195	261	280	64					
Sex	198	178	164	216	228	52					
PDA	0	0	0	0	0	0					

National Origin	50	61	51	61	61	14
Equal Pay Act	8	3	2	4	3	3
Age	172	168	164	199	177	42
Disability	99	91	101	113	141	35
Genetics	0	0	0	1	2	1
Non-EEO	38	33	43	44	55	5
			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2008	2009	2010	2011	2012	2013Thru12- 31
Appointment/Hire	30	20	23	41	23	8
Assignment of Duties	58	80	56	70	100	30
Awards	29	21	13	22	22	5
Conversion to Full-time	0	0	1	0	1	0
Disciplinary Action						
Demotion	3	4	5	3	7	1
Reprimand	16	25	15	27	42	4
Suspension	27	23	28	23	40	4
Removal	8	7	6	5	9	3
Other	6	11	10	16	29	0
Duty Hours	9	9	5	5	15	2
Evaluation Appraisal	77	66	63	73	60	12
Examination/Test	2	2	1	1	4	0
Harassment						
Non-Sexual	241	237	190	234	303	74

Sexual		15	15	13	3	24	16	1
Medical Examination		0	0	1		2	4	0
Pay (Including Overtime)		10	5	10	0	14	14	4
Promotion/Non-Selection		139	117	10)5	141	118	23
Reassignment	ssignment							
Denied		4	10	5	5	9	13	0
Directed		22	35	2	1	21	33	8
Reasonable Accommodat	ion	36	28	3:	5	41	58	17
Reinstatement		1	1	3	3	0	2	0
Retirement		4	6	1		6	2	1
Termination		16	35	34	4	41	35	7
Terms/Conditions of Employment		51	49	39	9	53	84	21
Time and Attendance		41	31	2:	5	34	57	11
Training		40	35	2:	5	36	49	8
Other		51	57	6	1	78	61	7
			Co	mp	arat	tive L) ata	
Processing Time]	Previous	s Fisca	l Ye	ear]	Data		2013Thru12-
	2008	2009	201	0	20	11	2012	31
Complaints pending during	ng fiscal y	/ear						
Average number of days in investigation	234.76	160.67	328.3	36	297	7.09	248.03	207.00
Average number of days in final action	736.90	677.81	360.3	31	215	5.84	212.39	204.65
Complaint pending during	during fiscal ye		e heari	ng v	was	reque	ested	
Average number of days in investigation	233.11	20.60	280.8	36	289	0.45	232.96	211.13

\top		Т				Т					
21	3.93	3 176.76 327.86					4.20	133	3.49	36	9.00
ng fi	scal y	ear	whe	re hea	ring	was	s not 1	eque	ested		
23	35.92	25	6.26	5 392	2.43	31	0.23	275	5.77	20	3.09
91	914.71 825.73 397.92 289.92 252.77 124.9										4.97
Comparative Data											
ed b	y		Pre	vious	Fisc	al Y	ear I	Data		20137	hru12-
		200	08	2009	20	10	2011	20	12		31
ssed											
rior	to	28	88	248	26	50	111	1.	50	2	12
mpla	aints	Wit	hdr	awn b	y C	omp	olaina	nts			
rawr	ı by	3	1	24	3	4	32	2	28		8
				C	omp	ara	tive I)ata			
		Prev	viou	s Fisc	al Y	ear	Data			2013	
20	08	20	09	20	10	20)11	20	12		31
#	%	#	%	#	%	#	%	#	%	#	%
10		15		22		30		13		0	
4	40	13	87	17	77	27	90	12	92	0	0
6 60 2 13 5 23 3 10 1 8 0 0									0		
				Co	mp	arat	ive D	ata			
]	Prev	ious	s Fisca	al Y	ear I	Data			2013	Thru12-
2008 2009 2010 2011 2012 31 31											
	91 sed b sed b rior t rawr 20 # 10 4 6	235.92 914.71 sed by ssed by rior to mplaints rawn by 2008 # % 10 4 40 6 60	rior to 28 Prevent	rior to 288 Previous Previou	rior to 288 248 Previous Fisce			235.92 256.26 392.43 310.23	235.92 256.26 392.43 310.23 275		Seed by Seed

can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	8		15		22		30		13		0	
Race	0	0	4	27	3	14	2	7	5	38	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	6	75	4	27	11	50	9	30	2	15	0	0
Sex	2	25	6	40	4	18	5	17	2	15	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	7	1	5	0	0	1	8	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	38	7	47	8	36	11	37	4	31	0	0
Disability	0	0	2	13	4	18	10	33	6	46	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	5	0	0	0	0	0	0
Findings After Hearing	4		2		5		3		1		0	
Race	0	0	1	50	2	40	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	50	1	50	3	60	2	67	1	100	0	0
Sex	1	25	1	50	2	40	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

Total Number Findings	8		15		22		30		13		0	
	#	%	#	%	#	%	#	%	#	%	#	%
Discrimination Rendered by Issue	2	2008	20		20		ear 20)12		Thru12- 31
Findings of	Comparative Data Previous Fiscal Year Data 2013Th12											
Non-EEO	0	0	0	0	1	6	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	2	25	3	18	9	33	6	50	0	0
Age	0	0	6	75	5	29	11	41	4	33	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	13	1	6	0	0	1	8	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	1	25	2	25	2	12	5	19	2	17	0	0
Reprisal	4	100	0	0	8	47	7	26	1	8	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	3	38	1	6	2	7	5	42	0	0
Findings Without Hearing	4		8		17		27		12		0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	20	1	33	0	0	0	0
Age	3	75	0	0	3	60	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0

A /TT:												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	25	0	0	1	5	4	13	2	15	0	0
Awards	2	25	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	1	7	1	5	2	7	0	0	0	0
Removal	0	0	0	0	1	5	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	8	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	3	38	1	7	0	0	3	10	2	15	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	50	1	7	10	45	16	53	7	54	0	0
Sexual	1	13	0	0	0	0	0	0	1	8	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	13	1	7	0	0	1	3	1	8	0	0
Promotion/Non- Selection	0	0	10	67	4	18	6	20	1	8	0	0
Reassignment												
Denied	0	0	0	0	0	0	2	7	1	8	0	0
Directed	2	25	1	7	1	5	6	20	0	0	0	0
Reasonable Accommodation	0	0	0	0	2	9	4	13	3	23	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	1	5	1	3	0	0	0	0
Termination	0	0	1	7	1	5	2	7	1	8	0	0
Terms/Conditions of Employment	0	0	1	7	0	0	2	7	0	0	0	0
Time and Attendance	0	0	0	0	1	5	2	7	3	23	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	13	0	0	2	9	0	0	1	8	0	0
Findings After Hearing	4		2		5		3		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	25	0	0	0	0	2	67	0	0	0	0
Awards	1	25	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	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
Evaluation Appraisal	1	25	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	75	0	0	2	40	1	33	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	25	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	1	50	2	40	0	0	0	0	0	0
Reassignment												•
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	25	1	50	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	1	20	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	0	0	0	0	0	0	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	1	25	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	4		13		17		27		12		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	25	0	0	1	6	2	7	2	17	0	0
Awards	1	25	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	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
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	0	0	1	8	1	6	2	7	0	0	0	0
Removal	0	0	0	0	1	6	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1	8	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	2	50	1	8	0	0	3	11	2	17	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	1	8	8	47	15	56	7	58	0	0
Sexual	1	25	0	0	0	0	0	0	1	8	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	8	0	0	1	4	1	8	0	0
Promotion/Non- Selection	0	0	9	69	2	12	6	22	1	8	0	0
Reassignment												
Denied	0	0	0	0	0	0	2	7	1	8	0	0
Directed	1	25	0	0	1	6	6	22	0	0	0	0
Reasonable Accommodation	0	0	0	0	2	12	4	15	3	25	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	1	4	0	0	0	0
Termination	0	0	1	8	1	6	2	7	1	8	0	0
Terms/Conditions of Employment	0	0	1	8	0	0	2	7	0	0	0	0
Time and Attendance	0	0	0	0	1	6	2	7	2	17	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	2	12	0	0	1	8	0	0
Pending Complaints	File	d in					Con	ıpara	ative	Data		

Previous Fiscal Years by Status	Pro	evious]	ata	2013Thru12-		
	2008	2009	2010	2011	2012	31
Total complaints from previous Fiscal Years	1333	1218	0	0	0	0
Total Complainants	1063	932	694	706	796	895
Number complaints pending						
Investigation	102	89	78	52	45	190
ROI issued, pending Complainant's action	6	1	7	12	5	23
Hearing	350	300	229	289	349	491
Final Agency Action	360	109	86	76	73	95
Appeal with EEOC Office of Federal Operations	23	24	8	8	10	10
			Com	parati	ve Data	1
Complaint Investigations	Pro	evious]	Fiscal Y	Year D	ata	2013Thru12-
	2008	2009	2010	2011	2012	31
Pending Complaints Where Investigations Exceed Required Time Frames	163	171	161	121	125	134