

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

USDA (and below)

For 4th Quarter 2011 for period ending September 30, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	530	545	549	527	476	523
Number of Complainants	483	487	417	394	464	507
Repeat Filers	38	33	50	21	7	12
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	2011Thru09-30
Race	207	186	223	181	171	219
Color	45	44	43	44	23	31
Religion	28	21	22	13	16	20
Reprisal	263	264	282	248	192	239
Sex	181	181	198	178	162	203
National Origin	79	42	50	61	50	57

Equal Pay Act	15	8	8	3	2	4
Age	174	184	172	168	163	191
Disability	97	105	99	91	101	103
Non-EEO	14	24	38	33	43	42
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Appointment/Hire	29	34	30	20	22	36
Assignment of Duties	58	58	58	80	56	60
Awards	16	10	29	21	13	19
Conversion to Full-time	0	0	0	0	1	0
Disciplinary Action						
Demotion	4	4	3	4	5	3
Reprimand	14	15	16	25	15	24
Suspension	18	19	27	23	28	19
Removal	5	8	8	7	6	5
Other	6	15	6	11	10	10
Duty Hours	6	7	9	9	5	6
Evaluation Appraisal	47	42	77	66	63	63
Examination/Test	1	2	2	2	1	1
Harassment						
Non-Sexual	202	200	241	237	186	222
Sexual	15	19	15	15	13	22
Medical Examination	0	0	0	0	1	0

Pay (Including Overtime)	6	5	10	5	10	13
Promotion/Non-Selection	151	142	139	117	104	133
Reassignment						
Denied	2	7	4	10	5	8
Directed	21	34	22	35	20	20
Reasonable Accommodation	21	40	36	28	35	34
Reinstatement	0	1	1	1	2	1
Retirement	11	4	4	6	1	6
Termination	46	37	16	35	34	38
Terms/Conditions of Employment	40	43	51	49	39	51
Time and Attendance	31	38	41	31	25	27
Training	19	18	40	35	25	26
Other	87	71	51	57	64	68
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation	217.52	271.25	234.76	160.67	314.23	285.16
Average number of days in final action	324.58	433.35	736.90	677.81	626.85	374.15
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	215.84	340.81	233.11	20.60	281.79	252.57
Average number of days in final action	45.22	120.83	213.93	176.76	189.78	192.91

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	219.02	214.80	235.92	256.26	334.49	304.65						
Average number of days in final action	620.92	614.43	914.71	825.73	817.92	427.06						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2011Thru09-30	
	2006	2007	2008	2009	2010							
Total Complaints Dismissed by Agency	81	73	54	39	56	74						
Average days pending prior to dismissal	683	690	288	248	263	119						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	61	29	31	24	34	31						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2011Thru09-30	
	2006	2007	2008	2009	2010							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	17		8		10		15		27		32	
Without Hearing	6	35	3	38	4	40	13	87	22	81	29	91
With Hearing	11	65	5	63	6	60	2	13	5	19	3	9
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2011Thru09-30	
<i>Note: Complaints can</i>	2006	2007	2008	2009	2010							

<i>be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	15		7		8		15		27		32	
Race	2	13	1	14	0	0	4	27	7	26	2	6
Color	0	0	0	0	0	0	0	0	2	7	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	11	73	3	43	6	75	4	27	12	44	11	34
Sex	4	27	3	43	2	25	6	40	5	19	5	16
National Origin	0	0	2	29	0	0	1	7	1	4	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	7	0	0	3	38	7	47	9	33	12	38
Disability	0	0	2	29	0	0	2	13	5	19	10	31
Non-EEO	0	0	0	0	0	0	0	0	1	4	0	0
Findings After Hearing	9		4		4		2		5		3	
Race	2	22	1	25	0	0	1	50	2	40	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	67	1	25	2	50	1	50	3	60	2	67
Sex	3	33	2	50	1	25	1	50	2	40	0	0
National Origin	0	0	1	25	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	11	0	0	3	75	0	0	3	60	0	0

Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	2	29	0	0	1	7	1	4	2	6
Removal	0	0	0	0	0	0	0	0	1	4	0	0
Other	1	7	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	0	0	0	0	3	38	1	7	0	0	3	9
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	5	33	2	29	4	50	1	7	12	44	16	50
Sexual	1	7	0	0	1	13	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	7	0	0	1	13	1	7	0	0	1	3
Promotion/Non-Selection	5	33	3	43	0	0	10	67	4	15	7	22
Reassignment												
Denied	1	7	0	0	0	0	0	0	0	0	2	6
Directed	1	7	0	0	2	25	1	7	1	4	6	19
Reasonable Accommodation	0	0	1	14	0	0	0	0	3	11	4	13
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	7	0	0	0	0	0	0	1	4	1	3
Termination	0	0	0	0	0	0	1	7	1	4	2	6
Terms/Conditions of Employment	1	7	1	14	0	0	1	7	0	0	2	6
Time and Attendance	1	7	1	14	0	0	0	0	1	4	3	9
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	2	13	0	0	1	13	0	0	3	11	0	0

Findings After Hearing	9		4		4		2		5		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	0	0	0	0	2	67
Awards	0	0	0	0	1	25	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	25	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	11	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	0	0	0	0	1	25	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	22	2	50	3	75	0	0	2	40	1	33
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	11	0	0	1	25	0	0	0	0	0	0
Promotion/Non-Selection	5	56	2	50	0	0	1	50	2	40	0	0
Reassignment												
Denied	1	11	0									

Accommodation												
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	11	0	0	0	0	0	0	1	20	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	1	11	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	25	0	0	0	0	0	0
Findings Without Hearing	6		3		4		13		22		29	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	33	1	25	0	0	2	9	2	7
Awards	0	0	0	0	1	25	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	33	0	0	1	8	1	5	2	7
Removal	0	0	0	0	0	0	0	0	1	5	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	0	0	0	0	2	50	1	8	0	0	3	10
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	50	0	0	1	25	1	8	10	45	15	52

Hearing	287	303	350	300	228	292
Final Agency Action	534	469	360	109	88	79
Appeal with EEOC Office of Federal Operations	13	20	23	24	28	30
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Pending Complaints Where Investigations Exceed Required Time Frames	92	113	163	171	173	164