

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2020

**PART I - PRE-COMPLAINT ACTIVITIES**

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
<b>TOTAL COMPLETED/ENDED COUNSELING</b>		
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>	<b>747</b>	<b>706</b>
C.1. COUNSELED WITHIN 30 DAYS	289	277
C.2. COUNSELED WITHIN 31 TO 90 DAYS	447	432
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	174	168
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	247	245
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	26	26
C.3. COUNSELED BEYOND 90 DAYS	11	11
C.4. COUNSELED DUE TO REMANDS	0	0
<b>D. PRE-COMPLAINT ACTIVITIES</b>		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	131	130
D.2. INITIATED DURING THE REPORTING PERIOD	700	661
D.3. COMPLETED/ENDED COUNSELINGS	747	706
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	56	56
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	313	305
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	359	346
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	19	18
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	84	84

<b>E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS</b>			
	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	3	3	\$7,040.30
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	3	3	\$7,040.30
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5.	0	0	\$0.00
E.5. Other	0	0	\$0.00
E.6.	0	0	\$0.00

<b>F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS</b>			
	COUNSELING	INDIVIDUALS	
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	6	6	
F.1. HIRES	0	0	
F.1.a. RETROACTIVE	0	0	
F.1.b. NON-RETROACTIVE	0	0	
F.2. PROMOTIONS	1	1	
F.2.a. RETROACTIVE	0	0	
F.2.b. NON-RETROACTIVE	1	1	
F.3. EXPUNGEMENTS	0	0	
F.4. REASSIGNMENTS	4	4	
F.5. REMOVALS RESCINDED	0	0	
F.5.a. REINSTATEMENT	0	0	
F.5.b. VOLUNTARY RESIGNATION	0	0	
F.6. ACCOMMODATIONS	0	0	
F.7. TRAINING	0	0	
F.8. APOLOGY	0	0	
F.9. DISCIPLINARY ACTIONS	0	0	
F.9.a. RESCINDED	0	0	
F.9.b. MODIFIED	0	0	
F.10. PERFORMANCE EVALUATION MODIFIED	0	0	
F.11. LEAVE RESTORED	1	1	
F.12. NEUTRAL REFERENCE	1	1	
F.13.	0	0	
F.13. Other	1	1	
F.14.	0	0	

<b>G. ADR SETTLEMENTS WITH MONETARY BENEFITS</b>			
	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	15	15	\$54,253.56
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	12	12	\$30,853.56
G.4. ATTORNEY FEES AND COSTS	5	5	\$23,400.00
G.5.	0	0	\$0.00
G.5. Other	0	0	\$0.00
G.6.	0	0	\$0.00

<b>H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS</b>			
	COUNSELING	INDIVIDUALS	
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	39	39	
H.1. HIRES	0	0	
H.1.a. RETROACTIVE	0	0	
H.1.b. NON-RETROACTIVE	0	0	
H.2. PROMOTIONS	1	1	
H.2.a. RETROACTIVE	0	0	
H.2.b. NON-RETROACTIVE	1	1	
H.3. EXPUNGEMENTS	3	3	
H.4. REASSIGNMENTS	9	9	
H.5. REMOVALS RESCINDED	5	5	
H.5.a. REINSTATEMENT	2	2	
H.5.b. VOLUNTARY RESIGNATION	3	3	
H.6. ACCOMMODATIONS	2	2	
H.7. TRAINING	14	14	
H.8. APOLOGY	2	2	
H.9. DISCIPLINARY ACTIONS	0	0	
H.9.a. RESCINDED	0	0	
H.9.b. MODIFIED	0	0	
H.10. PERFORMANCE EVALUATION MODIFIED	4	4	
H.11. LEAVE RESTORED	5	5	
H.12. NEUTRAL REFERENCE	5	5	
H.13.	0	0	
H.13. Other	2	2	
H.14.	0	0	

<b>I. NON-ADR SETTLEMENTS</b>			
	COUNSELING	INDIVIDUALS	
TOTAL	8	8	

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**PART II - FORMAL COMPLAINT ACTIVITIES**

756	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
377	B. COMPLAINTS FILED
16	C. REMANDS (sum of lines C1+C2+C3)
12	C.1. REMANDS (NOT INCLUDED IN A OR B)
4	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
1,145	D. TOTAL COMPLAINTS
1,081	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
494	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
64	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
18	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
637	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
364	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
29	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>A.1. WORKFORCE</b>				
A.1.a. TOTAL WORK FORCE	182,513			
A.1.b. PERMANENT EMPLOYEES	152,599			
<b>A.2. COUNSELOR</b>	50		14	
A.2.a. FULL-TIME	46	92.00	12	85.71
A.2.b. PART-TIME	4	8.00	2	14.29
A.2.c. COLLATERAL DUTY	0	0.00	0	0.00
<b>A.3. INVESTIGATOR</b>	1		434	
A.3.a. FULL-TIME	1	100.00	388	89.40
A.3.b. PART-TIME	0	0.00	36	8.29
A.3.c. COLLATERAL DUTY	0	0.00	10	2.30
<b>A.4. COUNSELOR/INVESTIGATOR</b>	4		2	
A.4.a. FULL-TIME	4	100.00	2	100.00
A.4.b. PART-TIME	0	0.00	0	0.00
A.4.c. COLLATERAL DUTY	0	0.00	0	0.00

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>B.1. NEW STAFF (NS) - TOTAL</b>	5	0	0	1	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	4	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	1	0	0	1	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
<b>B.2. EXPERIENCED STAFF (ES) - TOTAL</b>	45	14	1	433	4	2
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	39	14	1	87	4	2
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	6	0	0	346	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

**C. REPORTING LINE**

1.	EEO DIRECTOR'S NAME:	Devon Westhill				
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	<table border="1"> <tr> <td>YES</td> <td>NO</td> </tr> <tr> <td>X</td> <td></td> </tr> </table>	YES	NO	X	
YES	NO					
X						
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?					
	PERSON					
	TITLE					
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?					
	PERSON	Devon Westhill				
	TITLE	Deputy Assistant Secretary				
4.	WHO DOES THAT PERSON REPORT TO?					
	PERSON	Sonny Perdue				
	TITLE	Secretary				

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	8	2	0	3	2	12	65	29	29
B. ASSIGNMENT OF DUTIES	1	2	0	16	9	0	8	2	37	162	58	58
C. AWARDS	0	0	0	2	1	0	1	0	3	16	6	6
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	2	1	20	9	1	14	6	69	269	104	104
E.1. DEMOTION	0	0	0	1	0	0	1	0	0	5	4	4
E.2. REPRIMAND	0	2	0	4	1	1	4	2	13	64	24	24
E.3. SUSPENSION	0	0	0	5	2	0	2	1	19	62	24	24
E.4. REMOVAL	0	0	1	6	2	0	4	1	17	72	27	27
E.5. DISCIPLINARY WARNING	0	0	0	3	4	0	1	2	16	52	21	21
E.6	0	0	0	0	0	0	0	0	0	0	0	0
E.6 Letter of Caution	0	0	0	0	0	0	1	0	1	4	1	1
E.6 Other	0	0	0	0	0	0	0	0	1	1	1	1
E.6 proposed removal	0	0	0	0	0	0	0	0	1	3	1	1
E.7	0	0	0	0	0	0	0	0	0	0	0	0
E.7 Demonstration Opportunity	0	0	0	1	0	0	1	0	1	6	1	1
F. DUTY HOURS	1	0	0	1	0	1	1	0	5	27	11	11
G. PERF. EVAL./APPRAISAL	1	2	0	23	7	1	17	4	54	209	73	73
H. EXAMINATION/TEST	0	0	0	0	1	0	0	0	0	2	1	1
I. HARASSMENT	2	6	0	49	19	2	34	8	127	531	199	193
I.1. NON-SEXUAL	2	6	0	49	19	2	34	8	118	510	186	180
I.2. SEXUAL									9	21	13	13
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	1	0	7	1	0	3	2	13	53	19	19
L. PROMOTION/NON-SELECTION	0	2	0	25	5	1	17	4	42	200	79	79
M. REASSIGNMENT	0	0	0	4	1	0	2	0	15	48	22	21
M.1. DENIED	0	0	0	2	1	0	0	0	7	23	8	7
M.2. DIRECTED	0	0	0	2	0	0	2	0	8	25	14	14
N. REASONABLE ACCOMMODATION									25	89	52	52
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	3	3	3
P. RELIGIOUS ACCOMODATION								1	2	3	2	2
Q. RETIREMENT	0	0	0	1	1	0	0	0	1	11	4	4
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	3	1	1	1	1	9	49	15	15
T. TERMINATION	0	1	0	3	1	0	1	1	9	44	22	22
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	19	3	1	8	2	39	139	54	54
V. TIME AND ATTENDANCE	1	0	0	11	3	1	7	0	23	101	37	37
W. TRAINING	1	1	0	4	3	0	5	1	11	57	18	18
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	1	1	1	1
X.1.	0	0	0	0	0	0	0	0	0	0	0	0

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PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
X.1.1	0	0	0	0	0	0	0	0	0	0	0	0
X.1.negative employment reference	0	0	0	0	0	0	0	0	1	1	1	1
X.1.User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0
X.2.User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0
X.3.User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0
X.4.User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	7	17	1	196	67	9	122	34	497			
TOTAL ALL COMPLAINTS FILED BY BASES	2	11	1	94	29	2	57	17	209			
TOTAL ALL COMPLAINANTS BY BASES	2	11	1	93	26	2	57	17	199			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY					GINA
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	2	9	0	0	1	0			12	5	9	0	65	29	29
B. ASSIGNMENT OF DUTIES	13	19	1	0	5	6			20	9	14	0	162	58	58
C. AWARDS	2	2	0	0	0	1			4	0	0	0	16	6	6
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	17	27	1	0	5	6			39	23	28	1	269	104	104
E.1. DEMOTION	0	2	0	0	0	0			1	0	0	0	5	4	4
E.2. REPRIMAND	4	4	1	0	2	3			10	5	8	0	64	24	24
E.3. SUSPENSION	2	9	0	0	1	0			11	6	4	0	62	24	24
E.4. REMOVAL	7	6	0	0	0	1			10	8	8	1	72	27	27
E.5. DISCIPLINARY WARNING	3	5	0	0	1	2			6	2	7	0	52	21	21
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.6. Letter of Caution	0	1	0	0	1	0			0	0	0	0	4	1	1
E.6. Other	0	0	0	0	0	0			0	0	0	0	1	1	1
E.6. proposed removal	0	0	0	0	0	0			0	1	1	0	3	1	1
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0
E.7 Demonstration Opportunity	1	0	0	0	0	0			1	1	0	0	6	1	1
F. DUTY HOURS	1	3	0	0	1	0			6	2	5	0	27	11	11
G. EVALUATION/APPRaisal	15	17	0	0	2	7			36	9	14	0	209	73	73
H. EXAMINATION/TEST	0	0	0	0	0	1			0	0	0	0	2	1	1
J. HARASSMENT	27	77	1	1	13	13			64	35	50	2	531	199	193
J.1. NON-SEXUAL	24	68	1	1	13	13			64	35	50	2	510	186	180
J.2. SEXUAL	3	9	0	0									21	13	13
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	2	7	1	0	1	2	1	0	8	2	2	0	53	19	19
L. PROMOTION/NON-SELECTION	14	23	1	0	7	8			35	7	9	0	200	79	79
M. REASSIGNMENT	4	6	0	0	1	1			8	3	3	0	48	22	21
M.1. DENIED	1	4	0	0	0	0			5	2	1	0	23	8	7
M.2. DIRECTED	3	2	0	0	1	1			3	1	2	0	25	14	14
N. REASONABLE ACCOMMODATION DISABILI				0						20	43	1	89	52	52
O. REINSTATEMENT	0	0	0	0	0	1			1	1	0	0	3	3	3
P. RELIGIOUS ACCOMMODATION													3	2	2
Q. RETIREMENT	0	0	0	0	0	1			4	0	3	0	11	4	4
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	12	4	0	0	1	1			7	3	5	0	49	15	15
T. TERMINATION	1	6	0	2	0	2			3	6	8	0	44	22	22
U. TERMS/CONDITIONS OF EMPLOYMENT	5	23	0	0	3	3			15	10	8	0	139	54	54
V. TIME AND ATTENDANCE	3	14	0	0	2	3			10	7	15	1	101	37	37
W. TRAINING	1	10	0	0	2	4			9	1	3	0	57	18	18
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	1	1	1
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION												TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA			
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
X.1.1	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1.negative employment reference	0	0	0	0	0	0			0	0	0	0	1	1	1
X.1.User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2.User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3.User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4.User Defined - Other 1	0	0	0	0	0	0			0	0	0	0	0	0	0
<b>TOTAL ALL ISSUES BY BASES</b>	119	247	5	3	44	60	1	0	281	143	219	5			
<b>TOTAL ALL COMPLAINTS FILED BY BASES</b>	48	107	3	3	18	28	1	0	132	62	101	3			
<b>TOTAL ALL COMPLAINANTS BY BASES</b>	47	105	3	3	17	28	1	0	129	59	98	3			

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REPORTING PERIOD: FY 2020

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	1	5	4	4	4	2	2
B. ASSIGNMENT OF DUTIES	0	2	0	4	2	0	3	2	15	20	8	8	53	20	19
C. AWARDS	0	0	0	2	0	0	2	0	3	6	2	2	7	2	2
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
E. DISCIPLINARY ACTION	0	1	0	8	2	1	2	1	22	12	7	7	70	24	23
E.1. DEMOTION	0	1	0	0	0	0	0	0	1	0	0	0	6	2	2
E.2. REPRIMAND	0	0	0	2	0	1	1	1	8	1	1	1	25	9	9
E.3. SUSPENSION	0	0	0	1	1	0	0	0	3	3	1	1	5	3	3
E.4. REMOVAL	0	0	0	3	0	0	1	0	6	0	0	0	18	6	6
E.5. DISCIPLINARY WARNING	0	0	0	2	1	0	0	0	4	8	5	5	16	4	3
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	1	0	1	0	1	1	1	6	2	2
G. PERF. EVAL./APPRAISAL	0	0	0	7	1	1	3	1	18	10	6	6	55	20	19
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	3	0	18	6	2	11	4	50	106	35	35	209	56	53
I.1. NON-SEXUAL	0	3	0	18	6	2	11	4	47	106	35	35	201	54	51
I.2. SEXUAL									3	0	0	0	8	3	3
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	2	2	0	3	1	5	1	1	1	21	8	8
L. PROMOTION/NON-SELECTION	0	2	0	7	5	0	5	0	7	22	10	10	47	14	14
M. REASSIGNMENT	0	1	0	4	2	0	3	1	6	10	3	3	34	12	12
M.1. DENIED	0	0	0	1	0	0	1	0	1	0	0	0	6	2	2
M.2. DIRECTED	0	1	0	3	2	0	2	1	5	10	3	3	28	10	10
N. REASONABLE ACCOMMODATION									11	7	4	4	50	23	20
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	2	0	1	0	1	2	1	1	1	11	4	4
T. TERMINATION	0	0	0	2	0	0	0	0	3	13	8	8	5	2	2
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	7	2	0	3	2	24	12	5	5	80	26	25
V. TIME AND ATTENDANCE	0	0	0	3	1	1	2	0	6	3	3	3	36	10	10
W. TRAINING	0	0	0	4	3	0	2	1	7	12	5	5	30	9	8
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	1	0	0	0	4	1	1
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.placed on PIP	0	0	0	0	0	0	0	0	1	0	0	0	4	1	1
X.1.User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2020

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)**

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
X.2.User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>1. COUNSELING SETTLEMENT ALLEGATIONS</b>	0	2	0	21	9	1	8	4	31						
1.1A. NUMBER OF COUNSELINGS SETTLED	0	2	0	9	3	1	4	2	18						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	2	0	9	3	1	4	2	18						
<b>2. COMPLAINT SETTLEMENT ALLEGATIONS</b>	0	8	0	49	17	6	31	11	150						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	3	0	21	8	1	11	3	52						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	3	0	21	7	1	11	3	48						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2020

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
A. APPOINTMENT/HIRE	1	1	0	0	1	0			3	0	2	0	5	4	4	4	2	2
B. ASSIGNMENT OF DUTIES	2	14	0	0	2	4			11	5	5	0	20	8	8	53	20	19
C. AWARDS	0	2	0	0	0	1			1	1	1	0	6	2	2	7	2	2
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	1	0			0	0	0	0	1	1	1	0	0	0
E. DISCIPLINARY ACTION	0	11	0	0	1	4			11	5	9	0	12	7	7	70	24	23
E.1. DEMOTION	0	1	0	0	0	1			2	0	0	0	0	0	0	6	2	2
E.2. REPRIMAND	0	3	0	0	0	1			3	2	4	0	1	1	1	25	9	9
E.3. SUSPENSION	0	2	0	0	0	0			0	0	1	0	3	1	1	5	3	3
E.4. REMOVAL	0	3	0	0	0	1			0	2	2	0	0	0	0	18	6	6
E.5. DISCIPLINARY WARNING	0	2	0	0	1	1			6	1	2	0	8	5	5	16	4	3
E.6.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.6.Other	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	1	0	1	0	0			2	0	1	0	1	1	1	6	2	2
G. EVALUATION/APPRaisal	2	7	0	0	1	2			7	3	10	0	10	6	6	55	20	19
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	6	31	0	2	4	9			27	15	24	0	106	35	35	209	56	53
I.1. NON-SEXUAL	6	28	0	2	4	9			27	15	24	0	106	35	35	201	54	51
I.2. SEXUAL	0	3	0	0									0	0	0	8	3	3
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	1	0	0	0	1	1	0	4	1	1	0	1	1	1	21	8	8
L. PROMOTION/NON-SELECTION	6	8	0	0	1	3			11	3	5	0	22	10	10	47	14	14
M. REASSIGNMENT	3	3	0	0	1	2			11	3	3	0	10	3	3	34	12	12
M.1. DENIED	0	1	0	0	0	0			2	0	0	0	0	0	0	6	2	2
M.2. DIRECTED	3	2	0	0	1	2			9	3	3	0	10	3	3	28	10	10
N. REASONABLE ACCOMMODATION DISABILITY				0						9	23	0	7	4	4	50	23	20
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0
S. TELEWORK	0	2	0	0	0	1			1	0	2	0	1	1	1	11	4	4
T. TERMINATION	0	1	0	1	0	1			5	1	4	0	13	8	8	5	2	2
U. TERMS/CONDITIONS OF EMPLOYMENT	0	12	0	1	0	5			9	3	8	0	12	5	5	80	26	25
V. TIME AND ATTENDANCE	1	2	0	0	0	2			4	4	5	0	3	3	3	36	10	10
W. TRAINING	0	6	0	0	0	1			4	4	4	0	12	5	5	30	9	8
X. OTHER (Please specify below)	0	0	0	0	1	0			1	0	1	0	0	0	0	4	1	1
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.1.placed on PIP	0	0	0	0	1	0			1	0	1	0	0	0	0	4	1	1
X.1.User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2020

**PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)**

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
X.2.User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.3.User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
X.4.User Defined - Other 1	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0
1. COUNSELING SETTLEMENT ALLEGATIONS	8	29	0	2	10	7	0	0	35	9	20	0						
1.1A. NUMBER OF COUNSELINGS SETTLED	5	12	0	1	5	4	0	0	20	5	11	0						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	5	12	0	1	5	4	0	0	20	5	11	0						
2. COMPLAINT SETTLEMENT ALLEGATIONS	13	73	0	3	3	31	1	0	77	48	88	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	9	26	0	1	2	12	1	0	32	18	35	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	9	26	0	1	1	12	1	0	31	17	32	0						

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agricultur

REPORTING PERIOD: FY 2020

**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	1	0	0	0	0	0	0	2	1	1	1	3	2	1	1	1
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1	1
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	1	0	0	0	2	1	2	1	1
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	2	0	0	0	3	2	3	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	1	0	0	0	0	0	0	1	1	1	1	4	2	2	1	1
I.1. NON-SEXUAL	0	1	0	0	0	0	0	0	1	1	1	1	4	2	2	1	1
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	1	1	1	1	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0	0	0	0	0	0	0	2	1	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION										0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION									0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	1	1	1	1	1	1	1	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2020

**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES											
X.3.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	2								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	1								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	1								
2. AJ Decision Findings	0	3	0	0	0	0	0	0	7								
2.2a. Number AJ Decisions With Findings	0	1	0	0	0	0	0	0	5								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	7								
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	5								
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	2								

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2020

**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY			GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEES ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISIONS WITH FINDING BY ISSUE	NUMBER AJ DECISIONS WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
	A. APPOINTMENT/HIRE	0	9		0	0	0	0				0									
B. ASSIGNMENT OF DUTIES	0	1	0	0	0	0			0	0	0	0	1	1	1	3	2	1	1	1	1
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1	1
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	1	1	1	1	1	1
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. Other	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	1	0	0	0	0			0	0	0	0	0	0	0	2	1	2	1	1	1
G. EVALUATION/APPRaisal	0	1	0	0	0	0			0	0	0	0	0	0	0	3	2	3	2	2	2
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	2	0	0	0	0			0	1	0	0	1	1	1	4	2	2	1	1	1
I.1. NON-SEXUAL	0	2	0	0	0	0			0	1	0	0	1	1	1	4	2	2	1	1	1
I.2. SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	1	0	0	0	0			0	0	0	0	0	0	0	2	1	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0					0	0	0	0	0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	1	0	1	1	1	1	1	1	1	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2020

**PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)**

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY			GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEES ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
X.3.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.User Defined - Other 1	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
1. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	1	1	0								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	1	1	0									
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	1	1	0									
2. AJ Decision Findings	0	6	0	0	0	0	0	0	0	0	0	0									
2.2a. Number AJ Decisions With Findings	0	2	0	0	0	0	0	0	0	0	0	0									
3. Final Agency Order Findings Implemented	0	3	0	0	0	0	0	0	0	0	0	0									
3.3a. # of Final Orders (Fos) With Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	0									
3.3b. # of Complainants issued FOs with Findings Implemented	0	1	0	0	0	0	0	0	0	0	0	0									

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**PART V - SUMMARY OF CLOSURES BY STATUTE**

452	A.1. TITLE VII
5	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
171	A.2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
181	A.3. REHABILITATION ACT
9	A.4. EQUAL PAY ACT (EPA)
1	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
819	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

**PART VI - SUMMARY OF CLOSURES BY CATEGORY**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	511	280,567	549.05
A.1. WITHDRAWALS	45	21,359	474.64
A.1.a. NON-ADR WITHDRAWALS	39	20,752	532.10
A.1.b. ADR WITHDRAWALS	6	607	101.17
A.2. SETTLEMENTS	91	49,515	544.12
A.2.a. NON-ADR SETTLEMENTS	87	47,162	542.09
A.2.b. ADR SETTLEMENTS	4	2,353	588.25
A.3. FINAL AGENCY ACTIONS	375	209,693	559.18
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	247	85,206	344.96
B.1. FINDING DISCRIMINATION	3	1,802	600.67
B.2. FINDING NO DISCRIMINATION	199	81,502	409.56
B.3. DISMISSAL OF COMPLAINTS	45	1,902	42.27
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	128	124,487	972.55
C.1. AJ DECISION FULLY IMPLEMENTED	128	124,487	972.55
C.1.a. FINDING DISCRIMINATION	5	6,870	1,374.00
C.1.b. FINDING NO DISCRIMINATION	116	112,826	972.64
C.1.c. DISMISSAL OF COMPLAINTS	7	4,791	684.43
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a. FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b. FINDING NO DISCRIMINATION	0	0	0.00
C.2.c. DISMISSAL OF COMPLAINTS	0	0	0.00

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**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	202	8,533	42.24
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	60	2,729	45.48
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	52	1,967	37.83
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	8	762	95.25
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	88	3,002	34.11
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	76	1,935	25.46
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	12	1,067	88.92
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	54	2,802	51.89
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	43	1,433	33.33
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	11	1,369	124.45
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

**PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS**

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	99	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	77	\$2,405,616.90
B.1. BACK PAY/FRONT PAY	3	\$0.00
B.2. LUMP SUM PAYMENT	56	\$1,748,566.58
B.3. COMPENSATORY DAMAGES	12	\$226,897.00
B.4. ATTORNEY FEES AND COSTS	23	\$430,153.32
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	51	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES		
F.1. HIRES	0	1
F.1.a. RETROACTIVE	0	1
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	2	0
F.2.a. RETROACTIVE	2	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	5	0
F.4. REASSIGNMENTS	3	8
F.5. REMOVALS RESCINDED	0	2
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	2
F.6. ACCOMMODATIONS	2	4
F.7. TRAINING	9	8
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	1	2
F.9.a. RESCINDED	1	2
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	3	2
F.11. LEAVE RESTORED	10	8
F.12. NEUTRAL REFERENCE	1	0
F.13.	0	0
F.13. Learn Courses	1	0
F.13. Other	2	0
F.14.	0	0

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**PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY**

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	637	455195	714.59183		
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	1	20	20	20	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	18	3583	199.05555	890	
A.2. COMPLAINTS PENDING IN INVESTIGATION	107	14773	138.06542	1272	
A.2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	1	224	224	224	
A.3. COMPLAINTS PENDING IN HEARINGS	421	367020	871.78147	7569	999-9999-99999X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	90	69799	775.54444	7909	

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	370	75220	203.30
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	5	1237	247.40
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	5	1237	247.40
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	1	186	186.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	4	1051	262.75
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$16,781.45		\$3,356.29
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	365	73983	202.69
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	188	27049	143.88
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	163	41050	251.84
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	108	26795	248.10
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	55	14255	259.18
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	14	5884	420.29
A.4. CONTRACTOR INVESTIGATION COSTS	\$1,366,478.30		\$3,743.78

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**PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**  
**INFORMAL PHASE PRE-COMPLAINT**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	624	591		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	357	334		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	267	265		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELING	INDIVIDUALS		
C.1. INHOUSE	143	143		
C.2. ANOTHER FEDERAL AGENCY	13	13		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/ UNIVERSITY PERSONNEL)	1	1		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.6.MEDIATOR	3	3		
C.6.Mediator: Other	4	4		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	164	164	9,365	57.10
D.1. MEDIATION	160	160	9,082	56.76
D.2. SETTLEMENT CONFERENCES	1	1	70	70.00
D.3. EARLY NEUTRAL EVALUATIONS	2	2	135	67.50
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	1	1	78	78.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	267	265	14,710	55.09
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	48	48	2,977	62.02
E.1.b. NO FORMAL COMPLAINT FILED	99	99	4,545	45.91
E.1.c COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	70	70	4,266	60.94
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	41	41	2,348	57.27
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	9	9	574	63.78

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**PART XI SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE (COMPLAINT FILED)**

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	81	78		
B.2. REJECTED BY COMPLAINANT	63	61		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	18	18		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	11	11		
C.1. INHOUSE	5	5		
C.2. ANOTHER FEDERAL AGENCY	6	6		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6.	0	0		
C.6.Mediator: Other	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	11	11	443	40.27
D.1. MEDIATION	10	10	343	34.30
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	1	1	100	100.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	18	18	729	40.50
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	4	4	179	44.75
E.1.b. WITHDRAWAL FROM EEO PROCESS	6	6	118	19.67
E.1.c. NO RESOLUTION	6	6	261	43.50
E.1.d. NO ADR ATTEMPT	2	2	171	85.50
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	3	3	\$96,999.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FROTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	2	2	\$84,999.00	
F.1.d. ATTORNEY FEES AND COSTS	1	1	\$12,000.00	
F.1.e.	0	0	\$0.00	
F.1.e.0	0	0	\$0.00	
F.1.e.Other	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	3	3		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	1	1		
F.2.b.i. RETROACTIVE	1	1		
F.2.b.ii. NON-RETROACTIVE	0	0		
F.2.c. EXPUNGEMENTS	0	0		
F.2.d. REASSIGNMENTS	1	1		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	0	0		
F.2.g. TRAINING	1	1		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	0	0		
F.2.i.i. RESCINDED	0	0		
F.2.i.ii. MODIFIED	0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED	1	1		
F.2.k. LEAVE RESTORED	2	2		
F.2.l. NEUTRAL REFERENCE	0	0		
F.2.m.	0	0		
F.2.m.0	0	0		
F.2.m.Other	0	0		
F.2.n.	0	0		
F.2.n.0	0	0		



ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS - AGGREGATE  
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Agriculture

REPORTING PERIOD: FY 2020

### Form 462 Comments

Part Name COMMENT ( expression left | evaluation symbol | expression\_right | value1 | value2 | comment )

PART III

AG23 - B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Counselors, Agency + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Counselors, Contract + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Investigators, Agency + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Investigators, Contract + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Couns/ Investig. Agency + B.1.b. NS Receiving 8 or more hours, usually given to experienced staff, Counselors, Contract | = | 0 | 2 | 0 | Contract investigation firm awarded on 9/30/2020. Investigator is experienced.

Newly hired GS-0260-13, experienced EEO Specialist and only required 8 hours of EEO refresher training.

PART VIII