

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

APHIS (and below)

For 4th Quarter 2015 for period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	45	49	47	42	41	65
Number of Complainants	45	49	47	39	41	61
Repeat Filers	0	0	0	2	0	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	2015Thru09-30
Race	8	16	15	11	15	24

Color	2	0	2	4	5	9
Religion	2	3	1	4	1	3
Reprisal	15	13	28	24	28	38
Sex	14	13	11	14	16	27
PDA	0	0	0	0	0	1
National Origin	4	4	6	7	7	11
Equal Pay Act	0	0	0	0	0	0
Age	10	10	11	19	15	25
Disability	10	12	14	12	16	18
Genetics	0	0	1	0	0	0
Non-EEO	8	5	6	2	4	9
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	1	0	1	3	3	3
Assignment of Duties	3	5	7	5	13	16
Awards	0	1	0	3	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0

Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	6	3	5	3	3	3
Suspension	4	1	1	0	2	2
Removal	1	0	1	1	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	1	2	0	2
Perf. Eval./ Appraisal	1	4	2	5	6	8
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	13	25	29	15	29	38
Sexual	0	1	2	0	1	0
Medical Examination	0	0	0	0	1	1
Pay including overtime	0	1	3	2	2	6
Promotion/Non-Selection	8	16	6	5	6	26
Reassignment						
Denied	1	2	3	0	1	1
Directed	0	3	1	3	4	3
Reasonable Accommodation Disability	2	4	8	3	6	11

Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	5	1	3	3	2	8
Terms/Conditions of Employment	1	1	3	13	19	28
Time and Attendance	1	2	2	3	2	7
Training	1	5	6	4	7	8
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	248.48	193.08	195.13	194.78	189.23	192.62

Average number of days in final action	179.27	139.58	279.54	85.28	140.42	96.45						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	249.52	0	206.92	0	191.21	210.27						
Average number of days in final action	0	0	0	95.33	181.22	70.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	247.80	193.08	169.58	194.78	184.91	171.06						
Average number of days in final action	179.27	139.58	279.54	70.20	103.22	127.40						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	12	8	7	7	6						8	
Average days pending prior to dismissal	422	88	56	52	74						84	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	1	1	1	1	2						4	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		0		2		0	

Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	2	100	0	0	0	0	2	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		2		1		0		3		0	
Race	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
Religion	0	0	0	0	0	0	0	0	2	67	0	0
Reprisal	0	0	2	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	2	67	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	33	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	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
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		0		3		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	50	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define													
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status					Comparative Data								
					Previous Fiscal Year Data					2015Thru09-30			
					2010	2011	2012	2013	2014				
Total complaints from previous Fiscal Years					76	59	61	66	31	30			

Total Complainants	72	21	31	28	29	30
Number complaints pending						
Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	20	20	25	26	30	25
Final Agency Action	5	3	7	4	1	2
Appeal with EEOC Office of Federal Operations	4	6	6	7	7	4
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	3	4	1	2	1	1