

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

APHIS (and below)

For 4th Quarter 2017 for period ending September 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	47	42	41	65	41	60
Number of Complainants	47	39	41	61	40	53
Repeat Filers	0	2	0	4	1	5
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	30

Race	15	11	15	24	21	17
Color	2	4	5	9	5	6
Religion	1	4	1	3	2	2
Reprisal	28	24	28	38	19	31
Sex	11	14	16	27	22	18
PDA	0	0	0	1	0	1
National Origin	6	7	7	11	5	9
Equal Pay Act	0	0	0	0	0	0
Age	11	19	15	25	15	21
Disability	14	12	16	18	9	18
Genetics	1	0	0	0	0	0
Non-EEO	6	2	4	9	1	4
Complaints by Issue	Comparative Data					2017Thru09-30
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	1	3	3	3	0	1
Assignment of Duties	7	5	13	16	4	7
Awards	0	3	0	1	0	0

Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	2
Reprimand	5	3	3	3	0	6
Suspension	1	0	2	2	0	0
Removal	1	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	1	2	0	2	3	2
Perf. Eval./ Appraisal	2	5	6	8	6	11
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	29	15	29	38	17	41
Sexual	2	0	1	0	2	1
Medical Examination	0	0	1	1	0	0
Pay including overtime	3	2	2	6	2	2
Promotion/Non-Selection	6	5	6	26	14	10
Reassignment						
Denied	3	0	1	1	1	0
Directed	1	3	4	3	0	1

Reasonable Accommodation Disability	8	3	6	11	6	10
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	1
Telework	0	0	0	0	1	0
Termination	3	3	2	8	3	4
Terms/Conditions of Employment	3	13	19	28	14	29
Time and Attendance	2	3	2	7	2	6
Training	6	4	7	8	2	3
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					2017Thru09-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						

Average number of days in investigation	195.13	194.78	189.23	192.62	216.23	165.26
Average number of days in final action	279.54	85.28	140.42	96.45	67.71	45.19
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	206.92	0	191.21	210.27	222.17	172.90
Average number of days in final action	0	95.33	181.22	70.67	49.33	17.64
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	169.58	194.78	184.91	171.06	209.10	149.47
Average number of days in final action	279.54	70.20	103.22	127.40	86.08	64.12
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru09-30
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	7	7	6	8	10	8
Average days pending prior to dismissal	56	52	74	84	102	51
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	2	4	0	3

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017Thru09-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	2	100	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2017Thru09-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	1		0		3		0		0		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	2	67	0	0	0	0	0	0
Reprisal	0	0	0	0	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	2	67	0	0	0	0	0	0

Findings Without Hearing	1		0		0		0		0		0	
Race	1	100	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	0	0	0	0
Reprisal	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	0	0	0	0	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										2017Thru09-30	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		0		0		0	

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	33	0	0	0	0	0	0
Reinstatement	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
Retirement	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
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	33	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	0	0	0	0
Training	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
User Defined - Other 2	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
User Defined - Other 4	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2017Thru09-30					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	61	66	31	30	43	39						
Total Complainants	31	28	29	30	39	34						
Number complaints pending												
Investigation	0	0	0	0	1	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	25	26	30	25	37	38						
Final Agency Action	7	4	1	2	5	1						
Appeal with EEOC Office of Federal Operations	6	7	7	4	7	11						
Complaint Investigations	Comparative Data						2017Thru09-30					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	1	1	2	3						