

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

## APHIS (and below)

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	42	41	65	41	60	40
Number of Complainants	39	41	61	40	53	39
Repeat Filers	2	0	4	1	5	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2013	2014	2015	2016	2017	30

Race	11	15	24	21	17	14
Color	4	5	9	5	6	4
Religion	4	1	3	2	2	4
Reprisal	24	28	38	19	31	24
Sex	14	16	27	22	18	19
PDA	0	0	1	0	1	0
National Origin	7	7	11	5	9	3
Equal Pay Act	0	0	0	0	0	1
Age	19	15	25	15	21	12
Disability	12	16	18	9	18	20
Genetics	0	0	0	0	0	0
Non-EEO	2	4	9	1	4	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	3	3	3	0	1	0
Assignment of Duties	5	13	16	4	7	6
Awards	3	0	1	0	0	0

Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	2	1
Reprimand	3	3	3	0	6	2
Suspension	0	2	2	0	0	0
Removal	1	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	2	0	2	3	2	1
Perf. Eval./ Appraisal	5	6	8	6	11	11
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	15	29	38	17	41	27
Sexual	0	1	0	2	1	1
Medical Examination	0	1	1	0	0	0
Pay including overtime	2	2	6	2	2	1
Promotion/Non-Selection	5	6	26	14	10	8
<b>Reassignment</b>						
Denied	0	1	1	1	0	0
Directed	3	4	3	0	1	1

Reasonable Accommodation Disability	3	6	11	6	10	9
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	1
Sex-Stereotyping	0	0	0	0	1	1
Telework	0	0	0	1	0	2
Termination	3	2	8	3	4	1
Terms/Conditions of Employment	13	19	28	14	29	12
Time and Attendance	3	2	7	2	6	7
Training	4	7	8	2	3	2
<b>Other</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Complaints pending during fiscal year						

Average number of days in investigation	194.78	189.23	192.62	216.23	165.26	169.90
Average number of days in final action	85.28	140.42	96.45	67.71	45.19	50.13
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	191.21	210.27	222.17	172.90	168.62
Average number of days in final action	95.33	181.22	70.67	49.33	17.64	27.64
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	194.78	184.91	171.06	209.10	149.47	170.83
Average number of days in final action	70.20	103.22	127.40	86.08	64.12	62.50
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Total Complaints Dismissed by Agency	7	6	8	10	8	9
Average days pending prior to dismissal	52	74	84	102	51	19
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	2	4	0	3	2





<b>Findings Without Hearing</b>	0		0		0		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	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	1	0	0	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
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2018Thru09-30</b>	
	<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		3		0		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	1	33	0	0	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	1	33	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	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2018Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Total complaints from previous Fiscal Years	66	31	30	43	39	41						
Total Complainants	28	29	30	39	34	30						
<b>Number complaints pending</b>												
Investigation	0	0	0	1	1	3						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	26	30	25	37	38	38						
Final Agency Action	4	1	2	5	1	1						
Appeal with EEOC Office of Federal Operations	7	7	4	7	11	13						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2018Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	1	2	3	3						