

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

## APHIS (and below)

For 1st Quarter 2019 for period ending December 31, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	41	65	41	60	40	<a href="#"><u>11</u></a>
Number of Complainants	41	61	40	53	39	11
Repeat Filers	0	4	1	5	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	2019Thru12-31
Race	15	24	21	17	14	<a href="#"><u>3</u></a>
Color	5	9	5	6	4	<a href="#"><u>0</u></a>
Religion	1	3	2	2	4	<a href="#"><u>0</u></a>

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Reprisal	28	38	19	31	24	<u>6</u>
Sex	16	27	22	18	19	<u>2</u>
PDA	0	1	0	1	0	<u>0</u>
National Origin	7	11	5	9	3	<u>0</u>
Equal Pay Act	0	0	0	0	1	<u>0</u>
Age	15	25	15	21	12	<u>4</u>
Disability	16	18	9	18	20	<u>7</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	4	9	1	4	2	<u>0</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	3	3	0	1	0	<u>1</u>
Assignment of Duties	13	16	4	7	6	<u>2</u>
Awards	0	1	0	0	0	<u>1</u>
Conversion to Full Time/Perm Status	0	0	0	0	0	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	0	0	0	2	1	<u>0</u>
Reprimand	3	3	0	6	2	<u>1</u>
Suspension	2	2	0	0	0	<u>0</u>
Removal	0	0	0	0	0	<u>0</u>
Other	0	0	0	0	0	<u>0</u>
Duty Hours	0	2	3	2	1	<u>0</u>
Perf. Eval./ Appraisal	6	8	6	11	11	<u>5</u>
Examination/Test	0	0	0	0	0	<u>0</u>
<b>Harassment</b>						
Non-Sexual	29	38	17	41	27	<u>8</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Sexual	1	0	2	1	1	<u>0</u>
Medical Examination	1	1	0	0	0	<u>0</u>
Pay including overtime	2	6	2	2	1	<u>0</u>
Promotion/Non-Selection	6	26	14	10	8	<u>3</u>
<b>Reassignment</b>						
Denied	1	1	1	0	0	<u>1</u>
Directed	4	3	0	1	1	<u>0</u>
Reasonable Accommodation Disability	6	11	6	10	9	<u>3</u>
Reinstatement	0	0	0	0	0	<u>0</u>
Religious Accommodation	0	0	0	0	0	<u>0</u>
Retirement	0	0	0	0	1	<u>0</u>
Sex-Stereotyping	0	0	0	1	1	<u>0</u>
Telework	0	0	1	0	2	<u>2</u>
Termination	2	8	3	4	1	<u>1</u>
Terms/Conditions of Employment	19	28	14	29	12	<u>5</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Time and Attendance	2	7	2	6	7	<u>1</u>
Training	7	8	2	3	2	<u>0</u>
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	<u>0</u>
User Defined - Other 2	0	0	0	0	0	<u>0</u>
User Defined - Other 3	0	0	0	0	0	<u>0</u>
User Defined - Other 4	0	0	0	0	0	<u>0</u>
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru12-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	189.23	192.62	216.23	165.26	169.90	156.22
Average number of days in final action	140.42	96.45	67.71	45.19	50.13	50.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	191.21	210.27	222.17	172.90	168.62	155.83

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Average number of days in final action	181.22	70.67	49.33	17.64	27.64	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	184.91	171.06	209.10	149.47	170.83	157.00
Average number of days in final action	103.22	127.40	86.08	64.12	62.50	50.50

Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014		2015		2016		2017		2018			
Total Complaints Dismissed by Agency	6		8		10		8		9		<u>0</u>	
Average days pending prior to dismissal	74		84		102		51		19		0	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	2		4		0		3		2		<u>1</u>	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
With Hearing	2	100	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014		2015		2016		2017		2018			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	2	67	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	2	67	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	1	33	0	0	0	0	0	0	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings After Hearing</b>	2		0		0		0		0		0	

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014		2015		2016		2017		2018			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	2	100	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	2	100	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings Without Hearing</b>	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014		2015		2016		2017		2018			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Color	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
PDA	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
National Origin	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Age	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disability	1	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Genetics	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2019Thru12-31	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment												

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2019Thru12-31		
	2014		2015		2016		2017		2018				
	#	%	#	%	#	%	#	%	#	%	#	%	
Non-Sexual	3	100	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	1	33	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	1	33	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	1	33	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2019Thru12-31		
	2014		2015		2016		2017		2018				
	#	%	#	%	#	%	#	%	#	%	#	%	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define													
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings After Hearing</b>	2		0		0		0		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action													

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2019Thru12-31		
	2014		2015		2016		2017		2018				
	#	%	#	%	#	%	#	%	#	%	#	%	
Demotion	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment													
Non-Sexual	2	100	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment													

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2019Thru12-31		
	2014		2015		2016		2017		2018				
	#	%	#	%	#	%	#	%	#	%	#	%	
Denied	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define													
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2019Thru12-31		
	2014		2015		2016		2017		2018				
	#	%	#	%	#	%	#	%	#	%	#	%	
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
<b>Findings Without Hearing</b>	1		0		0		0		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Awards	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Removal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2019Thru12-31		
	2014		2015		2016		2017		2018				
	#	%	#	%	#	%	#	%	#	%	#	%	
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Pay including overtime	1	100	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Directed	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reasonable Accommodation Disability	1	100	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

Findings of Discrimination Rendered by Issue	Comparative Data												
	Previous Fiscal Year Data										2019Thru12-31		
	2014		2015		2016		2017		2018				
	#	%	#	%	#	%	#	%	#	%	#	%	
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Telework	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Termination	1	100	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Training	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
Other - User Define													
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	<u>0</u>	0

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Total complaints from previous Fiscal Years	31	30	43	39	41	<a href="#"><u>58</u></a>
Total Complainants	29	30	39	34	30	44
<b>Number complaints pending</b>						
Investigation	0	0	1	1	3	<a href="#"><u>8</u></a>
ROI issued, pending Complainant's action	0	0	0	0	0	<a href="#"><u>0</u></a>
Hearing	30	25	37	38	38	<a href="#"><u>46</u></a>
Final Agency Action	1	2	5	1	1	<a href="#"><u>4</u></a>
Appeal with EEOC Office of Federal Operations	7	4	7	11	13	<a href="#"><u>14</u></a>
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru12-31</b>
	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	2	3	3	<a href="#"><u>3</u></a>