

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

## APHIS (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	41	65	41	60	40	34
Number of Complainants	41	61	40	53	39	34
Repeat Filers	0	4	1	5	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	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>						
Race	15	24	21	17	14	13
Color	5	9	5	6	4	2
Religion	1	3	2	2	4	0
Reprisal	28	38	19	31	24	20
Sex	16	27	22	18	19	11
PDA	0	1	0	1	0	0

National Origin	7	11	5	9	3	4
Equal Pay Act	0	0	0	0	1	0
Age	15	25	15	21	12	11
Disability	16	18	9	18	20	17
Genetics	0	0	0	0	0	1
Non-EEO	4	9	1	4	2	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	
Appointment/Hire	3	3	0	1	0	2
Assignment of Duties	13	16	4	7	6	3
Awards	0	1	0	0	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	2	1	0
Reprimand	3	3	0	6	2	4
Suspension	2	2	0	0	0	1
Removal	0	0	0	0	0	3
Other	0	0	0	0	0	0
Duty Hours	0	2	3	2	1	0
Perf. Eval./ Appraisal	6	8	6	11	11	7
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	29	38	17	41	27	20

Sexual	1	0	2	1	1	0
Medical Examination	1	1	0	0	0	0
Pay including overtime	2	6	2	2	1	0
Promotion/Non-Selection	6	26	14	10	8	6
<b>Reassignment</b>						
Denied	1	1	1	0	0	2
Directed	4	3	0	1	1	3
Reasonable Accommodation Disability	6	11	6	10	9	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	1	1	0
Telework	0	0	1	0	2	2
Termination	2	8	3	4	1	3
Terms/Conditions of Employment	19	28	14	29	12	16
Time and Attendance	2	7	2	6	7	4
Training	7	8	2	3	2	0
<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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	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	184.50
Average number of days in final action	140.42	96.45	67.71	45.19	50.13	49.95
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	178.18
Average number of days in final action	181.22	70.67	49.33	17.64	27.64	10.14
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	194.27
Average number of days in final action	103.22	127.40	86.08	64.12	62.50	71.38
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	6	8	10	8	9	7
Average days pending prior to dismissal	74	84	102	51	19	24
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	2	4	0	3	2	4





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>2019Thru09- 30</b>	
	<b>2014</b>		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	3		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	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
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	3	100	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	33	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	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
<b>Findings Without Hearing</b>	1		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	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												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</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	38
Total Complainants	29	30	39	34	30	27
<b>Number complaints pending</b>						
Investigation	0	0	1	1	3	3
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	30	25	37	38	38	34
Final Agency Action	1	2	5	1	1	2
Appeal with EEOC Office of Federal Operations	7	4	7	11	13	17
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2019Thru09-30</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	3