

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

## APHIS (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	65	41	60	40	34	33
Number of Complainants	61	40	53	39	34	33
Repeat Filers	4	1	5	1	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	24	21	17	14	13	14
Color	9	5	6	4	2	8
Religion	3	2	2	4	0	0
Reprisal	38	19	31	24	20	18
Sex	27	22	18	19	11	14
PDA	1	0	1	0	0	0
National Origin	11	5	9	3	4	4
Equal Pay Act	0	0	0	1	0	2

Age	25	15	21	12	11	10
Disability	18	9	18	20	17	14
Genetics	0	0	0	0	1	1
Non-EEO	9	1	4	2	2	5
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	3	0	1	0	2	2
Assignment of Duties	16	4	7	6	3	2
Awards	1	0	0	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	2	1	0	0
Reprimand	3	0	6	2	4	3
Suspension	2	0	0	0	1	2
Removal	0	0	0	0	3	0
Other	0	0	0	0	0	3
Duty Hours	2	3	2	1	0	3
Perf. Eval./ Appraisal	8	6	11	11	7	4
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	38	17	41	27	20	15
Sexual	0	2	1	1	0	3
Medical Examination	1	0	0	0	0	0
Pay including overtime	6	2	2	1	0	0
Promotion/Non-Selection	26	14	10	8	6	8
<b>Reassignment</b>						

Denied	1	1	0	0	2	1
Directed	3	0	1	1	3	3
Reasonable Accommodation Disability	11	6	10	9	7	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	1	1	0	0
Telework	0	1	0	2	2	3
Termination	8	3	4	1	3	5
Terms/Conditions of Employment	28	14	29	12	16	11
Time and Attendance	7	2	6	7	4	5
Training	8	2	3	2	0	1
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	1
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>2020Thru09-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Complaints pending during fiscal year						
Average number of days in investigation	192.62	216.23	165.26	169.90	184.50	172.56
Average number of days in final action	96.45	67.71	45.19	50.13	49.95	26.89
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	210.27	222.17	172.90	168.62	178.18	194.89

















Hearing	25	37	38	38	34	36
Final Agency Action	2	5	1	1	2	0
Appeal with EEOC Office of Federal Operations	4	7	11	13	17	20
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru09-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	3	3	3	2