

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

APHIS (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	41	60	40	34	33	11
Number of Complainants	40	53	39	34	33	11
Repeat Filers	1	5	1	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Race	21	17	14	13	14	8
Color	5	6	4	2	8	4
Religion	2	2	4	0	0	2
Reprisal	19	31	24	20	18	4
Sex	22	18	19	11	14	4
PDA	0	1	0	0	0	0
National Origin	5	9	3	4	4	4
Equal Pay Act	0	0	1	0	2	1

Age	15	21	12	11	10	3
Disability	9	18	20	17	14	4
Genetics	0	0	0	1	1	0
Non-EEO	1	4	2	2	5	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	0	1	0	2	2	0
Assignment of Duties	4	7	6	3	2	0
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	1	0	0	0
Reprimand	0	6	2	4	3	1
Suspension	0	0	0	1	2	0
Removal	0	0	0	3	0	0
Other	0	0	0	0	3	1
Duty Hours	3	2	1	0	3	0
Perf. Eval./ Appraisal	6	11	11	7	4	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	41	27	20	15	3
Sexual	2	1	1	0	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	2	1	0	0	0
Promotion/Non-Selection	14	10	8	6	8	3
Reassignment						

Denied	1	0	0	2	1	0
Directed	0	1	1	3	3	0
Reasonable Accommodation Disability	6	10	9	7	7	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	1	1	0	0	0
Telework	1	0	2	2	3	0
Termination	3	4	1	3	5	1
Terms/Conditions of Employment	14	29	12	16	11	5
Time and Attendance	2	6	7	4	5	2
Training	2	3	2	0	1	1
Other						
User Defined - Other 1	0	0	0	0	1	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	216.23	165.26	169.90	184.50	172.56	186.83
Average number of days in final action	67.71	45.19	50.13	49.95	26.89	25.67
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	222.17	172.90	168.62	178.18	194.89	151.00

Average number of days in final action	49.33	17.64	27.64	10.14	13.73	17.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	209.10	149.47	170.83	194.27	147.44	222.67						
Average number of days in final action	86.08	64.12	62.50	71.38	45.00	33.67						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	10	8	9	7	1	0						
Average days pending prior to dismissal	102	51	19	24	222	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	3	2	4	2	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	1	0						
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	1	100	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016	2017	2018	2019	2020							
<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	0	0	0	0	1	0						
Race	0	0	0	0	0	0	0	1	100	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	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		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

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												
Non-Sexual	0	0	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	0	0	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
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	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	1	100	0	0

Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	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
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	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	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2021Thru12-31						
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	43	39	41	38	38							58
Total Complainants	39	34	30	27	28							49
Number complaints pending												

Investigation	1	1	3	3	2	3
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	37	38	38	34	36	49
Final Agency Action	5	1	1	2	0	1
Appeal with EEOC Office of Federal Operations	7	11	13	17	20	21
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	2	3	3	3	2	2