

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

APHIS (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	60	40	34	33	39	39
Number of Complainants	53	39	34	33	37	37
Repeat Filers	5	1	0	0	2	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Race	17	14	13	14	22	22
Color	6	4	2	8	13	13
Religion	2	4	0	0	5	5
Reprisal	31	24	20	18	20	20
Sex	18	19	11	14	16	16
PDA	1	0	0	0	0	0
National Origin	9	3	4	4	9	9
Equal Pay Act	0	1	0	2	1	1
Age	21	12	11	10	7	7
Disability	18	20	17	14	14	14
Genetics	0	0	1	1	0	0
Non-EEO	4	2	2	5	5	5

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	1	0	2	2	1	1
Assignment of Duties	7	6	3	2	0	0
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	1	0	0	0	0
Reprimand	6	2	4	3	3	3
Suspension	0	0	1	2	0	0
Removal	0	0	3	0	0	0
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	0	0	0	3	0	0
Other 2	0	0	0	0	0	0
Duty Hours	2	1	0	3	0	0
Perf. Eval./ Appraisal	11	11	7	4	2	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	41	27	20	15	9	9
Sexual	1	1	0	3	1	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	0	0	0	0
Promotion/Non-Selection	10	8	6	8	10	10
Reassignment						
Denied	0	0	2	1	0	0
Directed	1	1	3	3	1	1
Reasonable Accommodation Disability	10	9	7	7	3	3

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	0	0	0
Sex-Stereotyping	1	1	0	0	0	0
Telework	0	2	2	3	0	0
Termination	4	1	3	5	4	4
Terms/Conditions of Employment	29	12	16	11	16	16
Time and Attendance	6	7	4	5	4	4
Training	3	2	0	1	2	2
Other Terms/Conditions of Employment	0	0	0	0	0	0
User Defined - Other 1	0	0	0	1	3	3
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					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	165.26	169.90	184.50	172.56	153.59	153.59
Average number of days in final action	45.19	50.13	49.95	26.89	50.58	50.58
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	172.90	168.62	178.18	194.89	137.50	137.50
Average number of days in final action	17.64	27.64	10.14	13.73	20.11	20.11
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	149.47	170.83	194.27	147.44	167.00	167.00
Average number of days in final action	64.12	62.50	71.38	45.00	68.87	68.87

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	8	9	7	1	5	5
Average days pending prior to dismissal	51	19	24	222	36	36
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	2	4	2	1	1

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022 Thru 12-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	1	100	0	0	0	0

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