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

APHIS (and below)

For 4th Quarter 2015 for period ending September 30, 2015

			Con	parati	ve Data	ì
Complaint Activity	Pro	evious	Fiscal '	Year D	ata	2015Thru09-
	2010	2011	2012	2013	2014	30
Number of Complaints Filed	45	49	47	42	41	65
Number of Complainants	45	49	47	39	41	61
Repeat Filers	0	0	0	2	0	4
			Com	parati	ve Data	1
Complaints by Basis	Pro	evious	Fiscal '	Year D	ata	2015Th00
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru09- 30
Race	8	16	15	11	15	24

Color	2	0	2	4	5	9
Religion	2	3	1	4	1	3
Reprisal	15	13	28	24	28	38
Sex	14	13	11	14	16	27
PDA	0	0	0	0	0	1
National Origin	4	4	6	7	7	11
Equal Pay Act	0	0	0	0	0	0
Age	10	10	11	19	15	25
Disability	10	12	14	12	16	18
Genetics	0	0	1	0	0	0
Non-EEO	8	5	6	2	4	9
Carrella la talan Irana			Con	parati	ve Data	1
Complaints by Issue	Pre	evious	Fiscal '	Year D	ata	201571 00
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru09- 30
Appointment/Hire	1	0	1	3	3	3
Assignment of Duties	3	5	7	5	13	16
Awards	0	1	0	3	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0

Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	6	3	5	3	3	3
Suspension	4	1	1	0	2	2
Removal	1	0	1	1	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	1	2	0	2
Perf. Eval./ Appraisal	1	4	2	5	6	8
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	13	25	29	15	29	38
Sexual	0	1	2	0	1	0
Medical Examination	0	0	0	0	1	1
Pay including overtime	0	1	3	2	2	6
Promotion/Non-Selection	8	16	6	5	6	26
Reassignment		-				
Denied	1	2	3	0	1	1
Directed	0	3	1	3	4	3
Reasonable Accommodation Disability	2	4	8	3	6	11

Reinstatement			0	0	0	0	0	0		
Religious Accommodation			0	0	0	0	0	0		
Retirement			0	0	0	0	0	0		
Sex-Stereotyping			0	0	0	0	0	0		
Telework			0	0	0	0	0	0		
Termination			5	1	3	3	2	8		
Terms/Conditions of Employment			1	1	3	13	19	28		
Time and Attendance			1	2	2	3	2	7		
Training			1	5	6	4	7	8		
Other										
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		
			C	omp	parative	Data				
Processing Time		Previou	s Fiscal	Yea	ar Data	Data 2015Thru09-30				
	2010	2011	2012		2013	201	4	2015 I HFU09-30		
Complaints pending during fiscal year	emplaints pending during fiscal year									
Average number of days in investigation	248.48	193.08	195.1	3	194.78	189.	23	192.62		

Average number of days in final action 179	2.27	139	0.58	27	9.54	8	35.2	8	140	.42	90	5.45	
Complaint pending during fiscal year where hearing wa	s requ	ueste	d										
Average number of days in investigation 249	0.52	()	20	6.92		0		191	.21	21	0.27	
Average number of days in final action)	()		0	9	95.3	3	181	.22	70).67	
Complaint pending during fiscal year where hearing wa	s not	requ	estec	l									
Average number of days in investigation 247	7.80	193	3.08	16	9.58	1	94.7	'8	184	.91	17	1.06	
Average number of days in final action 179	0.27	139	0.58	27	9.54	7	70.20	0	103	.22	12	7.40	
						Con	ıpaı	ativ	e D	ata			
Complaints Dismissed by Agency	Previous Fiscal Year Data 2015Thru09										00 20		
	20)10	20	11	201	2	201	3	201	4	2015111	ru09-30	
Total Complaints Dismissed by Agency	1	12	8		7		7		6		8		
Average days pending prior to dismissal	4:	22	88	8	56		52	,	74	.	8	4	
Complaints With	ıdrav	wn b	y Co	mpla	aina	nts							
Total Complaints Withdrawn by Complainants		1	1		1		1		2		•	4	
						Con	npa	rativ	e D	ata			
			Pre	vious	Fis	cal Y	Zear	· Dat	a		2015T	1 00 20	
Total Final Agency Actions Finding Discrimination	2010 2011 2012 2013 2014 2015Thru09										nruv9-30		
	#	%	# % # % # % # % # %								%		
	0		2		0		0						

Without Hearing	0	0	()	0	0	0	0	0	0		0	0	0
With Hearing	0	0		2 1	100	0	0	0	0	2	1	00	0	0
Findings of Discrimination Rendered by Basis							Cor	npa	rat	tive	Da	ta		
				Pro	evious	Fi	scal	Yea	r l	Dat	a		2015	Thru09-
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total		20	10	2	011	2	2012		201	13	2	014		30
complaints and findings.		#	%	#	%	#	%	, #	!	%	#	%	#	%
Total Number Findings		0		2		1		C			3		0	
Race		0	0	0	0	0	0	C		0	0	0	0	0
Color		0	0	0	0	0	0	(0	0	0	0	0
Religion		0	0	0	0	0	0	C		0	2	67	0	0
Reprisal		0	0	2	100	0	0	C		0	0	0	0	0
Sex		0	0	0	0	0	0	(0	0	0	0	0
PDA		0	0	0	0	0	0	C		0	0	0	0	0
National Origin		0	0	0	0	0	0	C		0	2	67	0	0
Equal Pay Act		0	0	0	0	0	0	C		0	0	0	0	0
Age		0	0	1	50	0	0	(0	0	0	0	0
Disability		0	0	0	0	0	0	C		0	1	33	0	0
Genetics		0	0	0	0	0	0	C		0	0	0	0	0
Non-EEO		0	0	0	0	0	0	C		0	0	0	0	0

Findings After Hearing	0		1		0		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	2	100	0	0
Reprisal	0	0	1	100	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	2	100	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 Without Hearing	0		1		1		0		0		0	
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

Reprisal	0	0	1	100	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	1	100	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	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
									,			

						Con	ıpar	ative	e Da	ta		
			Pr	eviou	s Fis	scal Y	ear	Data	l		2015	1 00 20
Findings of Discrimination Rendered by Issue	20)10	2	011	2	012	20)13	2	014	20151	hru09-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		1		0		3		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	50	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

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	1	100	0	0	3	100	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	1	33	0	0
Promotion/Non-Selection	0	0	1	50	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	1	33	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	1	33	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
Findings After Hearing	0		1		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	2	100	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	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
Findings Without Hearing	0		1		1		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
Harassment												
Non-Sexual	0	0	0	0	1	100	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	1	100	0	0
Promotion/Non-Selection	0	0	1	100	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

Total complaints from previous Fiscal Years				2010	1	59	2012 61	1)13 56	31		30
Pending Complaints Filed in Previous Fiscal Years by Status							Fiscal Year D			1	2015Thru09-30	
							Co	mpa	ırat	ive Da	ta	
User Defined - Other 4	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 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Training	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
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	100	0	0
Telework	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
Retirement	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
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	100	0	0

Total Complainants	72	21	31	28	29	30			
Number complaints pending									
Investigation	1	0	0	0	0	0			
ROI issued, pending Complainant's action	0	0	0	0	0	0			
Hearing	20	20	25	26	30	25			
Final Agency Action	5	3	7	4	1	2			
Appeal with EEOC Office of Federal Operations	4	6	6	7	7	4			
			Con	nparati	ve Dat	a			
Complaint Investigations	Previous Fiscal Year Data 2015Thru09								
	2010	2011	2012	2013	2014	30			
Pending Complaints Where Investigations Exceed Required Time Frames	3	4	1	2	1	1			