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

## APHIS (and below)

For 4th Quarter 2016 for period ending September 30, 2016

			Com	ıparati	ve Data	1
Complaint Activity	Pro	evious ]	Fiscal Y	Year D	ata	2016Thru09-
	2011	2012	2013	2014	2015	30
Number of Complaints Filed	49	47	42	41	65	41
Number of Complainants	49	47	39	41	61	40
Repeat Filers	0	0	2	0	4	1
Commission by Davis			Com	parati	ve Data	ı
Complaints by Basis	Pro	evious ]	Fiscal Y	Year D	ata	201 <i>(</i> Th00
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Race	16	15	11	15	24	21

Color	0	2	4	5	9	5
Religion	3	1	4	1	3	2
Reprisal	13	28	24	28	38	19
Sex	13	11	14	16	27	22
PDA	0	0	0	0	1	0
National Origin	4	6	7	7	11	5
Equal Pay Act	0	0	0	0	0	0
Age	10	11	19	15	25	15
Disability	12	14	12	16	18	9
Genetics	0	1	0	0	0	0
Non-EEO	5	6	2	4	9	1
Completed by Louis			Com	parati	ve Data	1
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	201 <i>C</i> TL00
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Appointment/Hire	0	1	3	3	3	0
Assignment of Duties	5	7	5	13	16	4
Awards	1	0	3	0	1	0
						i I

0

Conversion to Full Time/Perm Status

Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	3	5	3	3	3	0
Suspension	1	1	0	2	2	0
Removal	0	1	1	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	1	2	0	2	3
Perf. Eval./ Appraisal	4	2	5	6	8	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	25	29	15	29	38	17
Sexual	1	2	0	1	0	2
Medical Examination	0	0	0	1	1	0
Pay including overtime	1	3	2	2	6	2
Promotion/Non-Selection	16	6	5	6	26	14
Reassignment						
Denied	2	3	0	1	1	1
Directed	3	1	3	4	3	0
Reasonable Accommodation Disability	4	8	3	6	11	6

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	1
Termination			1	3	3	2	8	3
Terms/Conditions of Employment			1	3	13	19	28	14
Time and Attendance			2	2	3	2	7	2
Training			5	6	4	7	8	2
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
			(	Comp	parative	Data		
<b>Processing Time</b>		Previou	s Fisca	l Yea	ar Data			2016Thru09-30
	2011	2012	201	3	2014	201	.5	20101 nru09-30
Complaints pending during fiscal year								
Average number of days in investigation	Average number of days in investigation 193.08					192.	62	216.23

39.58	279.	.54	85.	.28	14	40.4	2	96.4	5	6′	7.71	
as req	uested											
0	206.	.92	(	)	19	91.2	1 2	10.2	27	22	2.17	
0	0		95.	.33	1	81.2	$2 \mid 7$	70.6	7	49	9.33	
as not	reque	sted										
3.08	169.	.58	194	1.78	1	84.9	$1  \boxed{1}$	71.0	06	20	9.10	
39.58	279.	.54	70.	.20	10	03.2	2 1	27.4	40	80	5.08	
					Com	ıpar	ative	Dat	ta			
Previous Fiscal Year Data										00 20		
2011 2012 2013 2014 2015 2016Th									ru09-30			
	8	7		7		6		8		10		
- 8	88	56		52	,	74		84		102		
thdra	wn by	Cor	npla	ina	nts							
	1	1		1		2		4			0	
					Con	npaı	rative	Da	ta			
Previous Fiscal Year Data										00.20		
	2011	20	12	20	)13	2	014	20	)15	20161	nruvy-30	
#	%	#	%	#	%	#	%	#	%	#	%	
2 0 0 2												
	0 0 0 93.08 39.58 20 4thdra	vas requested 0 206. 0 0 vas not reque 93.08 169. 39.58 279.  Pr 2011 8 88 88 8thdrawn by 1 2011	Previo	Previous F  2011 2012  8 7  88 56  Sthdrawn by Compla  Previous  Previous  2011 2012  2011 2012	Previous Fiscal 2011 2012 2011 2012 2011 2012 2011 2012 2011 1 1 1	2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2011   2012   2013   2012   2012   2013   2012   2013   2012   2013   2012   2013   2012   2013   2012   2012   2012	Vas requested	Vas requested	Vas requested		Vas requested	

Without Hearing	0	0	) (	)	0	0	0	0		0	0	0		0	0
With Hearing	2	10	00 0	)	0	0	0	2	10	00	0	0		0	0
Findings of Discrimination Rendered by Basis			I.	Pre	vio	us F		omp al Y				ta		2016	Thru09-
Note: Complaints can be filed alleging multiple		20	11	2	2012	2	20	13	2	014		2015	;	2010	30
bases. The sum of the bases may not equal total complaints and findings.		#	%	#	9,	6	#	%	#	%	#	9/	, D	#	%
Total Number Findings		2		1			0		3		0			0	
Race		0	0	0	(	)	0	0	0	0	0	0		0	0
Color		0	0	0	(	)	0	0	0	0	0	0		0	0
Religion		0	0	0	(	)	0	0	2	67	0	0		0	0
Reprisal		2	100	0	(	)	0	0	0	0	0	0		0	0
Sex		0	0	0	(	)	0	0	0	0	0	0		0	0
PDA		0	0	0	(	)	0	0	0	0	0	0		0	0
National Origin		0	0	0	(	)	0	0	2	67	0	0		0	0
Equal Pay Act		0	0	0	(	)	0	0	0	0	0	0		0	0
Age		1	50	0	(	)	0	0	0	0	0	0		0	0
Disability		0	0	0	(	)	0	0	1	33	0	0	Ì	0	0
Genetics		0	0	0	(	)	0	0	0	0	0	0		0	0
Non-EEO		0	0	0	(	)	0	0	0	0	0	0		0	0

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

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

						Com	ıpar	ative	Dat	a		
			Pre	vious	Fisc	al Y	ear	Data			2017	1 00 20
Findings of Discrimination Rendered by Issue	2	011	2	012	20	013	2	014	20	)15	20161	hru09-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	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	1											

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	1	100	0	0	3	100	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	1	33	0	0	0	0
Promotion/Non-Selection	1	50	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	1	33	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	1	33	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
	'	'		1								1
Findings After Hearing	1		0		0		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	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
		1	1	I	1	I			1			

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	2	100	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	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	1		1		0		1		0		0	
					U		1		U			
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	1	100	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	1	100	0	0	0	0
Promotion/Non-Selection	1	100	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

				2011	201	12	2013	3 201	4	2015			
Pending Complaints Filed in Previous Fiscal Years by Status					Previous Fiscal Year Data							6Thru09-30	
	1	<u>I</u>	1	1			Co	mpar	ativ	ve Dat	a	1	
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	1	100	0	0	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	1	100	0	0	0	0	

Total Complainants	21	31	28	29	30	39		
Number complaints pending								
Investigation	0	0	0	0	0	1		
ROI issued, pending Complainant's action	0	0	0	0	0	0		
Hearing	20	25	26	30	25	37		
Final Agency Action	3	7	4	1	2	5		
Appeal with EEOC Office of Federal Operations	6	6	7	7	4	7		
			Con	nparati	ive Dat	a		
<b>Complaint Investigations</b>	Previous Fiscal Year Data 2016Thru							
	2011	2012	2013	2014	2015	30		
Pending Complaints Where Investigations Exceed Required Time Frames	4	1	2	1	1	2		