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

APHIS (and below)

For 4th Quarter 2018 for period ending September 30, 2018

			Com	parati	ve Data	ı
Complaint Activity	Pro	evious]	Fiscal Y	Year D	ata	2018Thru09-
	2013	2014	2015	2016	2017	30
Number of Complaints Filed	42	41	65	41	60	40
Number of Complainants	39	41	61	40	53	39
Repeat Filers	2	0	4	1	5	1
Compleints by Davis			Com	parati	ve Data	1
Complaints by Basis	Pro	evious]	Fiscal Y	Year D	ata	2018Thru09-
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	30

Appointment/Hire Assignment of Duties	3 5	3	3	0 4	7	6
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2013	2014	2015	2016	2017	30
Complaints by Issue	Pro	evious]	Fiscal \	Year D	ata	2018Thru09-
			Com	parati	ve Data	1
Non-EEO	2	4	9	1	4	2
Genetics	0	0	0	0	0	0
Disability	12	16	18	9	18	20
Age	19	15	25	15	21	12
Equal Pay Act	0	0	0	0	0	1
National Origin	7	7	11	5	9	3
PDA	0	0	1	0	1	0
Sex	14	16	27	22	18	19
Reprisal	24	28	38	19	31	24
Religion	4	1	3	2	2	4
Color	4	5	9	5	6	4
Race	11	15	24	21	17	14

Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action				-		
Demotion	0	0	0	0	2	1
Reprimand	3	3	3	0	6	2
Suspension	0	2	2	0	0	0
Removal	1	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	2	0	2	3	2	1
Perf. Eval./ Appraisal	5	6	8	6	11	11
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	15	29	38	17	41	27
Sexual	0	1	0	2	1	1
Medical Examination	0	1	1	0	0	0
Pay including overtime	2	2	6	2	2	1
Promotion/Non-Selection	5	6	26	14	10	8
Reassignment		-	-			
Denied	0	1	1	1	0	0
Directed	3	4	3	0	1	1

	2013	2014	20)15	2016	201		20101 III u07-30
Processing Time		Previou	s Fis	cal Yea	ır Data			2018Thru09-30
				Comp	arative	Data		
User Defined - Other 4			0	0	0	0	0	0
User Defined - Other 3			0	0	0	0	0	0
User Defined - Other 2			0	0	0	0	0	0
User Defined - Other 1			0	0	0	0	0	0
Other								
Training			4	7	8	2	3	2
Time and Attendance			3	2	7	2	6	7
Terms/Conditions of Employment			13	19	28	14	29	12
Termination			3	2	8	3	4	1
Telework		ĺ	0	0	0	1	0	2
Sex-Stereotyping			0	0	0	0	1	1
Retirement			0	0	0	0	0	1
Religious Accommodation			0	0	0	0	0	0
Reinstatement			0	0	0	0	0	0
Reasonable Accommodation Disability			3	6	11	6	10	9

Average number of days in investigation	194.	78 1	39.23	19	2.62	216.23	165.26	169.90
Average number of days in final action	85.2	28 1	40.42	90	6.45	67.71	45.19	50.13
Complaint pending during fiscal year where hearing	ig was	reques	ted	-				
Average number of days in investigation	0	15	91.21	21	0.27	222.17	172.90	168.62
Average number of days in final action	95.3	33 1	31.22	70	0.67	49.33	17.64	27.64
Complaint pending during fiscal year where hearing	ig was	not rec	uested	-				
Average number of days in investigation	194.	78 1	84.91	17	1.06	209.10	149.47	170.83
Average number of days in final action	70.2	20 1	03.22	12	27.40	86.08	64.12	62.50
					Co	mparati	ve Data	
Complaints Dismissed by Agency			Previo	ous l	Fiscal Y	Year Dat	a	2010TL00 20
		2013	201	4	2015	2016	2017	2018Thru09-30
Total Complaints Dismissed by Agency		7	6		8	10	8	9
Average days pending prior to dismissal		52	74		84	102	51	19
Complaints	Witho	drawn	by Co	mpl	ainants	S		
Total Complaints Withdrawn by Complainants		1	2		4	0	3	2

						Cor	npa	rativ	ve D	ata			
			Pre	vious	s Fis	cal Y	Zear	Da	ta			3 040TU	00.20
Total Final Agency Actions Finding Discrimination	20)13	2	014	2	015	2	016	2	2017		201811	ru09-30
	#	%	#	%	#	%	#	%	#	9/	, D	#	%
Total Number Findings	0		2		0		0		0			0	
Without Hearing	0	0	0	0	0	0	0	0	0	0		0	0
With Hearing	0	0	2	100	0	0	0	0	0	0		0	0
Findings of Discrimination Rendered by Basis						C	omp	ara	tive	Da	ta		
Findings of Discrimination Rendered by Basis		Previous Fiscal Year Data									2018	Thru09-	
Note: Complaints can be filed alleging multiple bases. Th	ıe	20	13	2014		20	15	5 201		20	17	30	
sum of the bases may not equal total complaints and findings.		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		0		3		0		0		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
		0	0	2	67	0	0	0	0	0	0	0	0
Religion		0										0	0
Religion Reprisal		0	0	0	0	0	0	$\mid 0 \mid$	0	$\mid 0 \mid$	0	U	
		-	0	0	0	0	0	0	0	0	0	0	0
Reprisal		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	1	33	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 After Hearing	0		2		0		0		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	2	100	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	2	100	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
					1		1					

7. 1. XX/*/1 / XX .		_										0	
Findings Without Hearing		0		0	1	0		0	1	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	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	1	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
					(Com	para	ativ	e Da	ta			
		P	revio	us	Fisca	l Ye	ear I	ata	l			A10T1	00.20
Findings of Discrimination Rendered by Issue	2013		201	4	201	5	20	16	20)17	_ 2	UISTh	ru09-30

%

0

Total Number Findings

#

3

%

#

0

% #

0

%

%

#

0

%

#

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	'			1							ı	
Non-Sexual	0	0	3	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	1	33	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	1	33	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	1	33	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 After Hearing	0		2		0		0		0		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	2	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	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		0		0		0		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	1		-									
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	1	100	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	1	100	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	1	100	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	0		
			Comparative Data								
Pending Complaints Filed in Previous Fiscal Years by Status			Pre	evious	20	201071 00 20					
			2013	2014	2015	2010	5 201	-	18Thru09-30		
Total complaints from previous Fiscal Years			66	31	30	43	39		41		
Total Complainants			28	29	30	39	34		30		
Number complaints pending											
Investigation			0	0	0	1	1		3		
ROI issued, pending Complainant's action				0	0	0	0		0		
Hearing			26	30	25	37	38		38		
Final Agency Action			4	1	2	5	1	1			
Appeal with EEOC Office of Federal Operations		7	7	4	7	11		13			
		Comparative Data									
Complaint Investigations		İ	Previous Fiscal Year Data 2018Thr								
				2014	2015	201	6 201	17	30		
Pending Complaints Where Investigations Exceed Require Frames	ed Tim	e	2	1	1	2	3		3		