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

APHIS (and below)

				Co	mpa	arative	Data	
Complaint Activity		Previ	ous F	iscal	Yea	r Data		2010Than00 20
	20	14 20	15	2016	20)17 2	018	2019Thru09-30
Number of Complaints Filed	4	1 6	5	41	6	50	40	34
Number of Complainants	4	1 6	1	40	5	53	39	34
Repeat Filers	0		4	1		5	1	0
				(Com	parati	ve Da	ta
Complaints by Basis		Pr	eviou	ıs Fis	cal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tota complaints filed.	m	2014	201	5 20)16	2017	2018	2019Thru09- 30
Race		15	24	2	21	17	14	13
Color		5	9		5	6	4	2
Religion		1	3		2	2	4	0
Reprisal		28	38	1	9	31	24	20
Sex		16	27	2	22	18	19	11
PDA		0	1		0	1	0	0

For 4th Quarter 2019 for period ending September 30, 2019

National Origin	7	11	5	9	3	4
Equal Pay Act	0	0	0	0	1	0
Age	15	25	15	21	12	11
Disability	16	18	9	18	20	17
Genetics	0	0	0	0	0	1
Non-EEO	4	9	1	4	2	2

		1	Com	parativ	ve Data	l
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Appointment/Hire	3	3	0	1	0	2
Assignment of Duties	13	16	4	7	6	3
Awards	0	1	0	0	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	2	1	0
Reprimand	3	3	0	6	2	4
Suspension	2	2	0	0	0	1
Removal	0	0	0	0	0	3
Other	0	0	0	0	0	0
Duty Hours	0	2	3	2	1	0
Perf. Eval./ Appraisal	6	8	6	11	11	7
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	29	38	17	41	27	20

Sexual	1	0	2	1	1	0
Medical Examination	1	1	0	0	0	0
Pay including overtime	2	6	2	2	1	0
Promotion/Non-Selection	6	26	14	10	8	6
Reassignment						
Denied	1	1	1	0	0	2
Directed	4	3	0	1	1	3
Reasonable Accommodation Disability	6	11	6	10	9	7
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Sex-Stereotyping	0	0	0	1	1	0
Telework	0	0	1	0	2	2
Termination	2	8	3	4	1	3
Terms/Conditions of Employment	19	28	14	29	12	16
Time and Attendance	2	7	2	6	7	4
Training	7	8	2	3	2	0
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

				С	omp	ar	ative I	Data	
Processing Time		Previo	us F	lisca	al Y	eaı	r Data		2019Thru09-
	2014	2015	;	201	16	2	2017	2018	30
Complaints pending durin	ng fiscal y	/ear							
Average number of days in investigation	189.23	192.6	2 2	216.	.23	16	55.26	169.90	184.50
Average number of days in final action	140.42	96.45	5	67.′	71	4	5.19	50.13	49.95
Complaint pending during	g fiscal y	ear whe	ere h	lear	ing v	was	s reque	sted	1
Average number of days in investigation	191.21	210.2	7 2	222.	.17	17	72.90	168.62	178.18
Average number of days in final action	181.22	70.67	7	49.3	33	1	7.64	27.64	10.14
Complaint pending during	g fiscal y	ear whe	ere h	lear	ing v	was	s not re	equested	1
Average number of days in investigation	184.91	171.0	6 2	209.	.10	14	19.47	170.83	194.27
Average number of days in final action	103.22	127.4	0	86.0	08	6	4.12	62.50	71.38
					С	om	iparat	ive Data	
Complaints Dismisse Agency	d by	Pre	evio	us I	Fisca	al Y	Year D	ata	2019Thru09-
8 .		2014	201	15	201	6	2017	2018	30
Total Complaints Dismiss Agency	sed by	6	8	;	10)	8	9	7
Average days pending pri dismissal	or to	74	84	4	102	2	51	19	24
Con	plaints '	Withdı	rawı	n by	y Co	m	plaina	nts	
Total Complaints Withdra Complainants	awn by	2	4	-	0		3	2	4

					С	omp	ara	tive	Da	ta		
Total Final Agency		Pr	evi	ous I	Fisc	al Y	ear	Dat	a		20197	Chru09
Actions Finding Discrimination	2	014	20	15	20	16	20)17	20)18		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination					С	omp	oara	ntive	Da	ta		
Rendered by Basis		P	revi	ous	Fisc	cal Y	'ear	· Dat	a		2019	Fhru09
Note: Complaints can be	2	014	20	015	20	016	2	017	2	018		30
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		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	2	67	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	2	67	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	1	33	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 After Hearing	2		0		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	2	100	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	2	100	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 Without Hearing	0		0		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	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	1	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
					C	Comp	oara	ntive	Da	ta		
Findings of		Pı	evi	ous	Fisc	al Y	ear	Dat	a		2019	Fhru09-
Discrimination Rendered by Issue	2	014	20)15	20)16	20)17	20)18		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		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	3	100	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	1	33	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	1	33	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	1	33	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 After Hearing	2		0		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

Dama t'	_					^		^	_	_	•	
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						. <u></u>		. <u> </u>				
Non-Sexual	2	100	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	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		0		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		i .	1		1	1	1	1			

												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	1	100	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		-		<u>.</u>		<u>.</u>		<u>.</u>		<u>.</u>	<u> </u>	
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	1	100	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	1	100	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-
	2014	2015	2016	2017	2018	30
Total complaints from previous Fiscal Years	31	30	43	39	41	38
Total Complainants	29	30	39	34	30	27
Number complaints pending	-	-	·	·	· · · · · ·	·
Investigation	0	0	1	1	3	3
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	30	25	37	38	38	34
Final Agency Action	1	2	5	1	1	2
Appeal with EEOC Office of Federal Operations	7	4	7	11	13	17
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-
	2014	2015	2016	2017	2018	30
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	2	3	3	3