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

APHIS (and below)

For 3rd Quarter 2019 for period ending June 30, 2019

			Con	parati	ve Data	a					
Complaint Activity	Pro	evious	Fiscal Y	Year D	ata	2019Thru06-					
	2014	2015	2016	2017	2018	30					
Number of Complaints Filed	41	65	41	60	40	23					
Number of Complainants	41	61	40	53	39	23					
Repeat Filers	0	4	1	5	1	0					
Compleints by Desis	Comparative Data										
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	2019Thru06-					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	30					
Race	15	24	21	17	14	7					
Color	5	9	5	6	4	0					
Religion	1	3	2	2	4	0					

	Comparative Data											
Complaint Activity	Pr	evious	ata	2019Thru06-								
	2014	2015	2016	2017	2018	30						
Reprisal	28	38	19	31	24	15						
Sex	16	27	22	18	19	7						
PDA	0	1	0	1	0	0						
National Origin	7	11	5	9	3	2						
Equal Pay Act	0	0	0	0	1	0						
Age	15	25	15	21	12	7						
Disability	16	18	9	18	20	11						
Genetics	0	0	0	0	0	1						
Non-EEO	4	9	1	4	2	0						

			Con	ıparati	ve Data	a
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	2019Thru06-
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	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						1
Demotion	0	0	0	2	1	0
Reprimand	3	3	0	6	2	2
Suspension	2	2	0	0	0	1
Removal	0	0	0	0	0	2
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			1		1	1
Non-Sexual	29	38	17	41	27	15

	Comparative Data										
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	2019Thru06-					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	30					
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	4					
Reassignment						•					
Denied	1	1	1	0	0	2					
Directed	4	3	0	1	1	2					
Reasonable Accommodation Disability	6	11	6	10	9	5					
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	10					

Compleints by Issue					Con	ıparati	ve Dat	a			
Complaints by Issue			Pro	evious	Fiscal	Year D	ata	2019Thru06-			
Note: Complaints can be filed alleging multiple bo bases may not equal total complaints filed.	ises.The sur	n of the	2014	2015	2016	2017	2018	30			
Time and Attendance			2	7	2	6	7	2			
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 0				
User Defined - Other 3			0	0	0	0	0 0 0				
User Defined - Other 4			0	0	0	0	0	0			
				Compa	rative	Data					
Processing Time		Previou	ıs Fisca	l Year	Data						
	2014	2015	201	6	2017	2018		019Thru06-30			
Complaints pending during fiscal year	1										
Average number of days in investigation	189.23	192.62	216.2	23 1	65.26	169.9	0	181.33			
Average number of days in final action	140.42	96.45	67.7	1 4	45.19	50.1	3	41.00			
Complaint pending during fiscal year where hearing	g was reques	sted					1				
Average number of days in investigation	191.21	210.27	222.	52	177.25						

	Comparative Data												
Processing Time		Previou	s Fiscal Ye	ear Data		2010Th							
	2014	2015	2016	2017	2018	2019Thru06-30							
Average number of days in final action	181.22	70.67	49.33	17.64	27.64	22.67							
Complaint pending during fiscal year where hearing	was not rec	quested	- -	-		-							
Average number of days in investigation	184.91	171.06	209.10	149.47	170.83	185.42							
Average number of days in final action	103.22	127.40	86.08	64.12	62.50	52.00							

						Comj	para	ative	Dat	a								
Complaints Dismissed by Agency		Pro	evio	us Fi	scal	Yea	r Da	ata			2010TL	0(20						
	201	4 2	2015	; 2	2016	5 2	2017	7 2	2018	3	201911	ru06-30						
Total Complaints Dismissed by Agency	6		8		10		8		9		2	4						
Average days pending prior to dismissal	74	ŀ	84		102		51		19		30							
Complaints With	hdrawn by Complainants																	
Total Complaints Withdrawn by Complainants	2		4		0		3		2		2							
						Com	par	ative	e Da	ata								
T-4-1 Final Action Finding Discourse disc		F	Prev	ious	Fisc	al Y	ear	Data			20107	L 0 (20						
Total Final Agency Actions Finding Discrimination	2	014	20)15	20)16	20)17	20)18	20191	hru06-30						
	#	%	#	%	#	%	#	%	#	%	#	%						
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						

					(Comj	par	ative	e Da	ita		
Findings of Discrimination Rendered by Basis		P	revi	ous	Fisc	cal Y	'ear	· Dat	a		2019	Thru06-
Note: Complaints can be filed alleging multiple bases. The sum	2014		2015		2016		2	2017		018	30	
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
	1		1		1							
Findings After Hearing	2		0		0		0		0		0	

					(Comp	para	ative	Da	ita		
Findings of Discrimination Rendered by Basis		Рі	revi	ous	Fisc	cal Y	ear	Dat	a		2019	Thru06-
Note: Complaints can be filed alleging multiple bases. The sum	2	2014		2015		016	20	017	2018		30	
of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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

		Comparative Data													
Findings of Discrimination Rendered by Basis		P	revi	ous]	Fisc	cal Y	ear	Dat	a		2019	Fhru06-			
Note: Complaints can be filed alleging multiple bases. The sum	2	014	2015		2016		20	2017		018	30				
of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%			
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			
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			
			Prev	vious	Fisc	cal Yo	ear]	Data			- 2019Thru06-30		
Findings of Discrimination Rendered by Issue	2014		2015		2016		20	2017		018	20191111000-50		
	#	%	#	%	#	%	#	%	#	%	#	%	
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													

						Con	ıpar	ative	e Da	ta		
Findings of Discoursing diagonal and the Learn]	Prev	vious	Fisc	cal Yo	ear l	Data			20107	hru06-30
Findings of Discrimination Rendered by Issue	2014		2015		2016		20	2017		018	20191111000-50	
	#	%	#	%	#	%	#	%	#	%	#	%
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

	Comparative Data												
Findings of Discrimination Rendered by Issue	2	2014		2015		2016		017	2018		2019Thru06-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
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	
Disciplinary Action		-		-		-		-	-	-	-		

	Comparative Data												
]											
Findings of Discrimination Rendered by Issue	2014		20	2015		2016		017	2018		2019Thru06-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
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	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													

	Comparative Data												
Findings of Discrimination Rendered by Issue	2	2014		2015		2016		2017)18	2019Thru06-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
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	

						Comparative Data									
Findings of Discrimination Dandausd by Issue		-													
Findings of Discrimination Rendered by Issue	2	2014		015 2		2016		017	2018		2019Thru06-30				
	#	%	#	%	#	%	#	%	#	%	#	%			
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			
	Ċ														
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		1										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			

	Comparative Data												
Findings of Discrimination Dandauad by Issue	Previous Fiscal Year Data												
Findings of Discrimination Rendered by Issue	2014		20	2015		2016		017	2018		2019Thru06-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
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	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													
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	

	Comparative Data												
Findings of Discrimination Rendered by Issue]											
	2014		2015		20	016	2017		2018		2019Thru06-30		
	#	%	#	%	#	%	#	%	#	%	#	%	
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	
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	

	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status	Pr	evious	201071 07 20									
	2014	2015	2016	2017	2018	2019Thru06-30						
Total complaints from previous Fiscal Years	31	30	43	39	41	46						
Total Complainants	29	30	39	34	30	33						
Number complaints pending												
Investigation	0	0	1	1	3	4						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	30	25	37	38	38	41						
Final Agency Action	1	2	5	1	1	2						
Appeal with EEOC Office of Federal Operations	7	4	7	11	13	16						
			Co	mpara	tive Da	ta						
Complaint Investigations		Previou	s Fiscal	Year I	Data	2019Thru06-						
	201	4 201	5 2016	2017	2018	30						
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	2	3	3	4						