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

APHIS (and below)

			C	Compa	rative	Data								
Complaint Activity	Pı	reviou	s Fisca	l Year	Data		020Thru12-31							
	2015	2016	201	7 201	8 20		020111112-31							
Number of Complaints Filed	65	41	60	40) 3	4	14							
Number of Complainants	61	40	53	39) 3	4	14							
Repeat Filers	4	4 1 5 1 0												
		Comparative Data												
Complaints by Basis		Pre	vious 1	Fiscal `	Year D	Data								
Note: Complaints can be filed alleging multiple bases. The sur the bases may not equal total complaints filed.	n of	2015	2016	2017	2018	2019	2020Thru12- 31							
Race		24	21	17	14	13	5							
Color		9	5	6	4	2	3							
Religion		3	2	2	4	0	0							
Reprisal		38	19	31	24	20	8							
Sex		27	22	18	19	11	6							
PDA		1	0	1	0	0	0							
National Origin		11	5	9	3	4	1							

For 1st Quarter 2020 for period ending December 31, 2019

Equal Pay Act	0	0	0	1	0	1
Age	25	15	21	12	11	5
Disability	18	9	18	20	17	7
Genetics	0	0	0	0	1	0
Non-EEO	9	1	4	2	2	4
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious]	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thr 31
Appointment/Hire	3	0	1	0	2	1
Assignment of Duties	16	4	7	6	3	1
Awards	1	0	0	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	2	1	0	0
Reprimand	3	0	6	2	4	0
Suspension	2	0	0	0	1	2
Removal	0	0	0	0	3	0
Other	0	0	0	0	0	1
Duty Hours	2	3	2	1	0	1
Perf. Eval./ Appraisal	8	6	11	11	7	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	38	17	41	27	20	7
Sexual	0	2	1	1	0	2
Medical Examination	1	0	0	0	0	0
Pay including overtime	6	2	2	1	0	0

Promotion/Non-Selection		26	14	1	0	8	6	4
Reassignment								
Denied		1	1		0	0	2	0
Directed	3	0		1	1	3	2	
Reasonable Accommodation Disability	1	11	6	1	0	9	7	3
Reinstatement		0	0		0	0	0	0
Religious Accommodation		0	0		0	0	0	0
Retirement		0	0		0	1	0	0
Sex-Stereotyping		0	0		1	1	0	0
Telework		0	1		0	2	2	3
Termination		8	3	4	4	1	3	2
Terms/Conditions of Employ	yment	28	14	2	29	12	16	5
Time and Attendance		7	2		6	7	4	2
Training		8	2		3	2	0	1
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
			Co	mp	ara	tive	Data	
Processing Time	I	Previous	Fisca	I Y	ear	Data	ì	2020Thru12-
	2015	2016	2017	7	20	18	2019	31
Complaints pending during	fiscal yea	r						
Average number of days in investigation							184.50	165.43
Average number of days in final action	67.71	45.19	9	50.	13	49.95	22.67	
Complaint pending during fi	scal year	where h	earing	wa	is re	ques	ted	

210.27		222.	17	17	2.9	00	16	8.0	62	178	3.18	12	28.67	
70.67		49.3	33	17	7.64	4	27	7.6	64	10	.14	2	2.67	
scal yea	r v	wher	e l	heari	ng	wa	s n	ot	requ	ues	ted	·		
171.06		209.	10	14	9.4	17	17	0.8	83	194	4.27	19	93.00	
127.40		86.0	08	64	1.12	2	62	2.5	0	71	.38		0	
						Сс	om	p	arati	ive	Dat	a		
Agency	ĺ	Pı	rev	vious	Fi	isca	1 }	Ye	ar D)ata	a	2020	Fhru12-	
	ĺ	2015	5	2016	5 1	201	7	20	018	20)19		31	
by		8		10		8			9		7		0	
to		84		102		51]	19	2	24		0	
laints W	/i1	thdr	av	vn by	y C	Com	pl	ai	nan	ts	1			
ı by		4		0		3			2		4		0	
						Coi	np	aı	rativ	ve I	Data			
ons		Pro	evi	ious	Fis	scal	Y	ea	r Da	ata		2020	Thru12-	
	2()15	2	016	2	017	,	2018		2()19		31	
7	# %			%	#	%		#	%	#	%	#	%	
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)	0	0		0			0	0	0	0	0	0	
	70.67 scal yea 171.06 127.40 Agency by to laints W n by	70.67 scal year 171.06 127.40 Agency by to laints Wi n by ons 20	70.67 49.3 scal year when 171.06 209. 127.40 86.0 Agency Pi by 8 by 8 to 84 laints Withdr n by 4 Dns Pro 2015 Pro	70.67 49.33 scal year where I 171.06 209.10 127.40 86.08 Agency Prev 2015 8 by 8 laints 84 laints 4 ons Prev 2015 2	70.67 49.33 17 scal year where heari 17 171.06 209.10 14 127.40 86.08 64 Agency Previous 2015 2016 by 8 10 to 84 102 laints 4 0 n by 4 0 n by 2015 2016	70.67 49.33 17.6 scal year where bearing 171.06 209.10 149.4 127.40 86.08 64.1 Agency Previous F 2015 2016 2 by 8 10 2 to 84 102 1 aints Withdrawn by C 0 1 1 n by 4 0 0 1 ans Previous Fis 1 1 1 2015 2016 2 2 1 10 1 1 1 1 1 10 1 1 1 1 1 1 10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 <td< td=""><td>70.67 49.33 17.64 scal year where hearing was 171.06 209.10 149.47 127.40 86.08 64.12 Co Agency Previous Fisca 2015 2016 201 by 8 102 51 Iaints Withdrawn by Com n by 4 0 3 Previous Fiscal Ons Previous Fiscal 2015 2016 2017</td><td>70.67 49.33 17.64 2' scal year where hearing was mere 17.64 2' 171.06 209.10 149.47 17 127.40 86.08 64.12 62 Com Agency Com Previous Fiscal Y 10 8 10 8 to Solution of the second secon</td><td>70.67 49.33 17.64 27.6 scal year where hearing was not 171.06 209.10 149.47 170.3 127.40 86.08 64.12 62.5 Compa Agency Fiscal Yea 101 2015 2016 2017 20 by 8 102 51 Iaints Withdrawn by Compa I olspan="4">Store Note I olspan="4">I olspan="4">I olspan="4">I olspan="4">I olspan="4">I olspan="4">I olspan="4">I olspan="4" I olspan="4">I olspan="4" I olspan="4" I olspan="4">I olspan="4" olspan="4" I olspan="4" I olspan="4" I olspan="4" I olspan="4" <tr< td=""><td>70.67 49.33 17.64 27.64 scal year where hearing was not req 171.06 209.10 149.47 170.83 127.40 86.08 64.12 62.50 Comparation Agency Comparation by 8 10 8 9 to 84 102 51 19 laints Withdrawn by Comparation n by 4 0 3 2 n by 2015 2016 2017 2018 Previous Fiscal Vear Distance 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194.27 19 127.40 86.08 64.12 62.50 71.38 20207 Agency Previous Fiscal Year Data 20207 by 8 10 8 9 7 to 84 102 51 19 24 http://www.by.complainants to 84 0 3 2 4 20207 19 24 0 3 9 7 10 by 84 102 51 19 24 10 2 4 10 3 2 4 20207 http://www.by.complainants to 3 2 4 2 102 51 19 24 20207 http://www.by.complainants </td></th></td></tr<></td></td<>	70.67 49.33 17.64 scal year where hearing was 171.06 209.10 149.47 127.40 86.08 64.12 Co Agency Previous Fisca 2015 2016 201 by 8 102 51 Iaints Withdrawn by Com n by 4 0 3 Previous Fiscal Ons Previous Fiscal 2015 2016 2017	70.67 49.33 17.64 2' scal year where hearing was mere 17.64 2' 171.06 209.10 149.47 17 127.40 86.08 64.12 62 Com Agency Com Previous Fiscal Y 10 8 10 8 to Solution of the second secon	70.67 49.33 17.64 27.6 scal year where hearing was not 171.06 209.10 149.47 170.3 127.40 86.08 64.12 62.5 Compa Agency Fiscal Yea 101 2015 2016 2017 20 by 8 102 51 Iaints Withdrawn by Compa I olspan="4">Store Note I olspan="4">I olspan="4">I olspan="4">I olspan="4">I olspan="4">I olspan="4">I olspan="4">I olspan="4" I olspan="4">I olspan="4" I olspan="4" I olspan="4">I olspan="4" olspan="4" I olspan="4" I olspan="4" I olspan="4" I olspan="4" <tr< td=""><td>70.67 49.33 17.64 27.64 scal year where hearing was not req 171.06 209.10 149.47 170.83 127.40 86.08 64.12 62.50 Comparation Agency Comparation by 8 10 8 9 to 84 102 51 19 laints Withdrawn by Comparation n by 4 0 3 2 n by 2015 2016 2017 2018 Previous Fiscal Vear Distance comparation A 102 51 19 Previous Fiscal Vear Distance Comparation A 0 3 2 A 0 3 2 Distance Comparation A <th cols<="" td=""><td>70.67 49.33 17.64 27.64 10 scal year where hearing was not reques 171.06 209.10 149.47 170.83 194 127.40 86.08 64.12 62.50 71 Agency Comparative Previous Fiscal Vear Data by 8 10 8 9 20 to 84 102 51 19 2 h by 4 0 3 2 ants Withdrawn by Comparative Previous Fiscal Vear Data A 0 ants 2 A 0 3 Previous Fiscal Vear Data A 0 3 2</td><td>70.67 49.33 17.64 27.64 10.14 scal year where 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209.10 149.47 170.83 194.27 127.40 86.08 64.12 62.50 71.38 Comparative Dat Agency Comparative Dat Previous Fiscal Vear Data Data 102 51 19 Agency Revious Fiscal Vear Data Data Data 2015 2016 2017 2018 2019 Comparative Data Data 102 51 19 24 Bath Comparative Data Comparative Data Comparative Data Previous Fiscal Vear Data 2015 2016 2017 2018 2019	70.67 49.33 17.64 27.64 10.14 2 scal year where hearing was not requested 171.06 209.10 149.47 170.83 194.27 19 127.40 86.08 64.12 62.50 71.38 20207 Agency Previous Fiscal Year Data 20207 by 8 10 8 9 7 to 84 102 51 19 24 http://www.by.complainants to 84 0 3 2 4 20207 19 24 0 3 9 7 10 by 84 102 51 19 24 10 2 4 10 3 2 4 20207 http://www.by.complainants to 3 2 4 2 102 51 19 24 20207 http://www.by.complainants

Findings of Discrimination					(Com	par	ativ	e D	ata		
Rendered by Basis		Pr	evi	ous	Fis	cal Y	Yea	r D	ata		2020	Fhru12
Note: Complaints can be filed	20)15	20	016	20	017	20)18	20)19		31
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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	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 After 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

Conversion to Full Time/Perm Status	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
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Fotal Number Findings	0		0		0		0		0		0	
	#	%	#	%	#	%	#	%	#	%	#	%
Rendered by Issue	20)15	20)16	20	17	20	18	20	19		31
Findings of Discrimination		Pr	evi	ous]							20207	Chru12
			1	1	(Com	par	ativ	e D)ata		
Non-EEO	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
Disability	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
Equal Pay Act	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
PDA	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
Reprisal	0	-	0		0	0	0	0	0	0	0	0
Religion	0		0		0	0	0	0	0	0	0	0
Color	0	-	0		0	0	0	0	0	0	0	0
Race	0		0		0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	-	0		0	0	0	0	0	0	0	0
Disability	0	-	0	-	0	0	0	0	0	0	0	0
Age	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	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
					1	1			1	1	1	1
Findings After Hearing	0		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						<u>.</u>				<u>.</u>	-	-
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	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	(
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	(
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	
Telework	0	0	0	0	0	0	0	0	0	0	0	(
Termination	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	(
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	
Training	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	
User Defined - Other 2	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	(
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	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	
Awards	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	
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	
Suspension	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	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	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		1	0	0		0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0		-		-		-	0
						Cor	np	arat	ive	Dat	a	
Pending Complaints Filed in Previous Fiscal Years by Status		ŀ	Pre	viou	s F	liscal	Y	ear I	Dat	a	2020	Thru12-
		201	15	201	6	2017	1	2018	2	019		31
Total complaints from previous Fiscal Years		30)	43		39		41		38		49
Total Complainants		30)	39		34		30		27		35
Number complaints pending												
Investigation		0)	1		1		3		3		8
ROI issued, pending Complainant's action		0		0		0		0		0		2
Hearing		25	5	37		38		38		34		37
Final Agency Action		2	,	5		1		1		2		3
Appeal with EEOC Office of Federal Operations		4		7		11		13		17		19
						Cor	np	arat	ive	Dat	a	
Complaint Investigations		I	Pre	viou	s F	Fiscal	Y	ear I	Dat	ta	2020	Thru12-
		20	15	201	6	2017	1	2018	2	019	1	31
Pending Complaints Where Investigations Exceed Required Time Frames		1		2		3		3		3		3