

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

APHIS (and below)

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

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Number of Complaints Filed | 65 | 41 | 60 | 40 | 34 | 14 |
| Number of Complainants | 61 | 40 | 53 | 39 | 34 | 14 |
| Repeat Filers | 4 | 1 | 5 | 1 | 0 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2015 | 2016 | 2017 | 2018 | 2019 | 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 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| 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 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2015 | 2016 | 2017 | 2018 | 2019 | |
| 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 | 10 | 8 | 6 | 4 |
| Reassignment | | | | | | |
| Denied | 1 | 1 | 0 | 0 | 2 | 0 |
| Directed | 3 | 0 | 1 | 1 | 3 | 2 |
| Reasonable Accommodation Disability | 11 | 6 | 10 | 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 | 1 | 3 | 2 |
| Terms/Conditions of Employment | 28 | 14 | 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 |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2020Thru12-31 |
| | 2015 | 2016 | 2017 | 2018 | 2019 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 192.62 | 216.23 | 165.26 | 169.90 | 184.50 | 165.43 |
| Average number of days in final action | 96.45 | 67.71 | 45.19 | 50.13 | 49.95 | 22.67 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |

| | | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| 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 | 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 of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru12-31 | |
| | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 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 | | | | | | | | | | | | |

| | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|---|---|---|---|---|----------------------|----|
| 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 |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru12-31 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| 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 | 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 |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2020Thru12-31 | |
| | 2015 | 2016 | 2017 | 2018 | 2019 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1 | 2 | 3 | 3 | 3 | | | | | | | 3 |