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

## **APHIS** (and below)

For 4th Quarter 2020 for period ending September 30, 2020

			Coi	mparat	ive Dat	a
<b>Complaint Activity</b>	Pr	evious	Fiscal '	Year Da	ata	2020Thru09-30
	2015	2016	2017	2018	2019	2020 1 Hru09-30
Number of Complaints Filed	65	41	60	40	34	33
Number of Complainants	61	40	53	39	34	33
Repeat Filers	4	1	5	1	0	0

Complaints by Pagis			Com	parati	ve Dat	a
Complaints by Basis	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	2020Thru09- 30
Race	24	21	17	14	13	14
Color	9	5	6	4	2	8
Religion	3	2	2	4	0	0
Reprisal	38	19	31	24	20	18
Sex	27	22	18	19	11	14
PDA	1	0	1	0	0	0
National Origin	11	5	9	3	4	4
Equal Pay Act	0	0	0	1	0	2

Age	25	15	21	12	11	10
Disability	18	9	18	20	17	14
Genetics	0	0	0	0	1	1
Non-EEO	9	1	4	2	2	5
C			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l	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	2020Thru09- 30
Appointment/Hire	3	0	1	0	2	2
Assignment of Duties	16	4	7	6	3	2
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	3
Suspension	2	0	0	0	1	2
Removal	0	0	0	0	3	0
Other	0	0	0	0	0	3
Duty Hours	2	3	2	1	0	3
Perf. Eval./ Appraisal	8	6	11	11	7	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	38	17	41	27	20	15
Sexual	0	2	1	1	0	3
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	8
Reassignment						

Denied		1	1	(	0	0	2	1
Directed		3	0	1	1	1	3	3
Reasonable Accommodation Disability		11	6	1	0	9	7	7
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	1	0	0
Telework		0	1	(	0	2	2	3
Termination		8	3	2	4	1	3	5
Terms/Conditions of Employ	ment	28	14	2	.9	12	16	11
Time and Attendance		7	2	6	5	7	4	5
Training		8	2	3	3	2	0	1
Other								
User Defined - Other 1		0	0	(	0	0	0	1
User Defined - Other 2		0	0	(	$\circ$	0	0	0
User Defined - Other 3		0	0	(	$\circ$	0	0	0
User Defined - Other 4		0	0	(	0	0	0	0
			Cor	np	arati	ve I	Data	
<b>Processing Time</b>	F	Previous	Fiscal	Ye	ear D	ata		2020Thru09-
	2015	2016	2017	7	201	8	2019	30
Complaints pending during fi	iscal year	î						
Average number of days in investigation	192.62	216.23	165.2	6	169.9	90	184.50	172.56
Average number of days in final action	96.45	67.71	45.19	9	50.1	3	49.95	26.89
Complaint pending during fis	scal year	where he	earing	was	s requ	iest	ed	
Average number of days in investigation	210.27	222.17	172.9	0	168.6	52	178.18	194.89

Average number of days in final action	70.67		49.33	3	17.	64	2	7.6	4	10.	14	1	13.73
Complaint pending during fi	scal yea	r v	where	he	earin	g v	vas r	ot	requ	ıest	ed		
Average number of days in investigation	171.06	5	209.1	0	149	.47	7 17	0.8	33	194	.27	1	47.44
Average number of days in final action	127.40	)	86.08	8	64.	12	6	2.5	0	71.	.38	۷	15.00
							Con	ıpa	rati	ive	Data	a	
Complaints Dismissed by	Agency		Pre	evi	ous ]	Fis	cal `	Yea	ar D	ata	1	2020	Thru09-
			2015	2	016	2	017	20	18	20	19		30
Total Complaints Dismissed Agency	by	8 10 8 9 7 1											1
Average days pending prior dismissal	to	84 102 51 19 24 222									222		
Compl	laints W	/it	hdra	wr	ı by	Co	mpl	air	ant	S			
Total Complaints Withdrawn Complainants	by		4		0		3		2	4	4		2
				•		(	Com	par	ativ	ve I	)ata		
Total Final Agency Action	ons		Pre	vio	ous F	'is(	cal Y	'ea	r D	ata		2020	Thru09-
Finding Discrimination		20	015	20	16	20	17	20	18	20	19		30
	Ì	#	%	#	%	#	%	#	<b>%</b>	#	%	#	%
Total Number Findings	İ			_						i	Ì		
_		0		0	Ì	0		0		0		1	
Without Hearing		$\frac{0}{0}$		0		0	0	0	0	0	0	0	0
			0	-	0		0		0		0		0
Without Hearing With Hearing		0	0	0	0	0	0	0	0	0		0	
Without Hearing		0	0	0	0	0	0 Com	0 0 <b>pa</b>	0 rati	0 0 ve 1	0 Data	0 1	
Without Hearing With Hearing Findings of Discriminat Rendered by Basis Note: Complaints can be file	ion	0	0	0 0 evi	0	0 0 (Fis	0 Com	0 pa	0 rati	0 0 ve l	0 Data	0 1	100
Without Hearing With Hearing Findings of Discriminat Rendered by Basis	ion ed sum	0	0 0 Pre	0 0 evi	0 0 ous	0 0 (Fis	0 Com	0 pa	0 rati	0 0 ve l	0 Data	0 1	100 <b>)Thru09-</b>
Without Hearing  With Hearing  Findings of Discriminat Rendered by Basis  Note: Complaints can be file alleging multiple bases. The of the bases may not equal to	ion ed sum	0 0	Pre-2015	0 0 0 evi	0 0 ous 3	0 0 Fis	0 Com	0 pan	0 rati	0 0 ve l	0 Data 0 19	2020	100 OThru09- 30

Color	0	0	0	0	0	0	0	0	0	0	1	100
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	1	100
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
ndings After Hearing	0		0		0		0		0		1	
Race	0	0	0	0	0	0	0	0	0	0	1	100
Color	0	0	0	0	0	0	0	0	0	0	1	100
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	1	100
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
ndings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color			_		_		_					

	#	%		%		%	#	%	#	%	#	%
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data 2020Thru09- 2015   2016   2017   2018   2019   30											
					C	om	paı	ativ	⁄e I	)ata	l	
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	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data								Jata	ta		
Findings of Discrimination		Pr	evi	ous	Fis	cal Y	Yea	r D	ata		2020	Thru09-
Rendered by Issue	20	)15	20	)16	20	)17	20	)18	20	)19		30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		1	
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	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	1	100
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	1	100
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		0		0		0		0		1	
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	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	1	100
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	1	100
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		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	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												1
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
	-		<u> </u>		_	Coı	np	arat	ive	Dat	a	
Pending Complaints Filed in Previous Fiscal Years by Status		P	re	viou	s F	iscal	Y	ear I	) Dat	a	2020	OThru09-
Trevious riscal rears by Status	•	201	5	201	6	2017	7 2	2018	2	019		30
Total complaints from previous Fiscal Years		30		43		39	Ì	41		38	38	
Total Complainants		30	)	39		34	İ	30	İ	27		28
Number complaints pending							-1		-			
Investigation		0		1		1		3		3		2
ROI issued, pending Complainant's action	0			0		0		0		0		0

Hearing	25	37	38	38	34	36
Final Agency Action	2	5	1	1	2	0
Appeal with EEOC Office of Federal Operations	4	7	11	13	17	20
	Comparative Data					
Complaint Investigations	Pre	vious l		Year D		2020Thru09-
Complaint Investigations	Pre 2015	1				