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

APHIS (and below)

		Comparative Data												
Complaint Activity	P	reviou	s Fisca	l Year	Data		020Thru03-31							
	2015	2016	5 201	7 201	8 20		0201111003-31							
Number of Complaints Filed	65	41 60		40) 3	4	20							
Number of Complainants	61	40	53	39) 3	4	20							
Repeat Filers	4	1	5	1	()	0							
		Comparative Data												
Complaints by Basis		Pre	vious]	Fiscal `	Year D	Data								
Note: Complaints can be filed alleging multiple bases. The sur the bases may not equal total complaints filed.	m of	2015	2016	2017	2018	2019	2020Thru03- 31							
Race		24	21	17	14	13	7							
Color		9	5	6	4	2	3							
Religion		3	2	2	4	0	0							
Reprisal		38	19	31	24	20	10							
Sex		27	22	18	19	11	7							
PDA		1	0	1	0	0	0							
National Origin		11	5	9	3	4	2							

For 2nd Quarter 2020 for period ending March 31, 2020

Equal Pay Act	0	0	0	1	0	1
Age	25	15	21	12	11	6
Disability	18	9	18	20	17	9
Genetics	0	0	0	0	1	0
Non-EEO	9	1	4	2	2	5
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious 1	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	2020Thru 31
Appointment/Hire	3	0	1	0	2	2
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	3
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	9
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	5
Reassignment								
Denied		1	1		0	0	2	0
Directed		3	0		1	1	3	2
Reasonable Accommodation Disability	11	6	1	0	9	7	3	
Reinstatement	Reinstatement					0	0	0
Religious Accommodation	0	0		0	0	0	0	
Retirement	Retirement						0	0
Sex-Stereotyping	Sex-Stereotyping						0	0
Telework		0	1		0	2	2	3
Termination		8	3	4	4	1	3	4
Terms/Conditions of Employ	yment	28	14	14 29		12	16	7
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	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	2020Thru03-
	2015	2016	2017	7	20	18	2019	31
Complaints pending during	fiscal yea	r						
Average number of days in investigation	192.62	216.23	165.2	26	169	.90	184.50	164.46
Average number of days in final action	67.71	45.19	9	50.	13	49.95	24.50	
Complaint pending during fi	scal year	where h	earing	wa	is re	ques	ted	

Average number of days in investigation	210.27	2	222.	17	172	2.9	0 1	68.	62	178	8.18	10	55.00
Average number of days in final action	70.67		49.3	33	17	.64	4	27.0	54	10	.14	1	5.78
Complaint pending during fi	scal year	r w	vher	e l	nearii	ng	was	no	t req	ues	ted		
Average number of days in investigation	171.06	2	209.	10	149	7 1	70.	83	194	4.27	10	64.00	
Average number of days in final action	127.40		86.0)8	64	.12	2	52.:	50	71	.38	5	0.67
							Co	np	arat	ive	Dat	a	
Complaints Dismissed by	Agency		Pr	ev	vious	Fi	scal	Ye	ar I	Data	a	2020	Fhru03-
		2	2015	5	2016	2	2017	2	018	20)19		31
Total Complaints Dismissed Agency	by		8		10		8		9		7		0
Average days pending prior dismissal	to		84		102		51		19	2	24		0
Comp	laints W	/it]	hdr	av	vn by	, C	omj	olai	inan	ts			
Total Complaints Withdrawn Complainants	n by		4		0		3		2		4		0
							Com	ipa	rati	ve I	Data		
Total Final Agency Action	ons		Pre	evi	ious]	Fis	cal	Yea	ır D	ata		2020	Thru03-
Finding Discrimination		20	15	2	016	2	017	2	018	20)19		31
	#	ŧ	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0)		0		0		0		0		0	
Without Hearing	0)	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0)	0	0	0	0	0	0	0	0	0	0	0
							1	1	1		1		

Findings of Discrimination	Comparative Data Previous Fiscal Year Data													
Rendered by Basis		Pr	evi	ous	Fis	cal \	Yea	r D	ata		2020	Thru03		
Note: Complaints can be filed	20)15	20	016	2(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		

0		0		0		0		0			
#	%	#	%	#	%	#	%	#	%	# 0	%
20									19		31
	Pre	evio	ous]						vata		<u></u>
	0	0	0								0
					1						0
			-		<u> </u>						0
					1						0
		+		_	1	+					0
	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0		0		0		0		0		0	
0	0	0	0	0	0	0	0	0	0	0	0
					1						0
	0	0	0	0	0	0	0	0	0	0	0
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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 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	5	I	Pre	viou	s F	2020	Thru03-								
		201	15	201	6	2017	2	2018	2	019		31			
Total complaints from previous Fiscal Years		3()	43		39		41		38		41			
Total Complainants		30)	39		34		30		27		30			
Number complaints pending															
Investigation		0)	1		1		3		3		5			
ROI issued, pending Complainant's action		0		0		0		0		0		0			
Hearing		25	5	37		38		38		34		35			
Final Agency Action		2	r	5		1		1		2		1			
Appeal with EEOC Office of Federal Operations		4		7		11		13		17		20			
						Сог	np	arat	ive	Dat	a				
Complaint Investigations		Previous Fiscal Year Data 2020T								Thru03-					
		20	15	201	6	2017	1	2018	2	019		31			
Pending Complaints Where Investigations Exceed Required Time Frames		1		2		3		3		3	-	3			