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

APHIS (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

			Cor	mparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal \	Year Da	ata	2020Thru06-30
	2015	2016	2017	2018	2019	2020 1 Hru00-30
Number of Complaints Filed	65	41	60	40	34	30
Number of Complainants	61	40	53	39	34	30
Repeat Filers	4	1	5	1	0	0

Commisints by Dosis			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	2020Thru06- 30
Race	24	21	17	14	13	12
Color	9	5	6	4	2	7
Religion	3	2	2	4	0	0
Reprisal	38	19	31	24	20	17
Sex	27	22	18	19	11	13
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	9
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	2020Thru06- 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	2
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	13
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	7
Reassignment						

Denied		1	1	0	0	2	1
Directed		3	0	1	1	3	3
Reasonable Accommodation Disability		11	6	10	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	0	0
Telework		0	1	0	2	2	3
Termination		8	3	4	1	3	5
Terms/Conditions of Employ	ment	28	14	29	12	16	10
Time and Attendance		7	2	6	7	4	5
Training		8	2	3	2	0	1
Other							
User Defined - Other 1		0	0	0	0	0	1
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
			Cor	npa	rative	Data	
Processing Time	F	Previous	Fiscal	Yea	ar Dat	a	2020Thru06-
	2015	2016	2017	•	2018	2019	30
Complaints pending during fi	iscal year	ſ					
Average number of days in investigation	192.62	216.23	165.2	6 1	69.90	184.50	172.08
Average number of days in final action	96.45	67.71	45.19) :	50.13	49.95	26.33
Complaint pending during fis	scal year	where he	earing v	was	reques	ted	
Average number of days in investigation	210.27	222.17	172.9	0 1	68.62	178.18	173.85

Average number of days in final action	70.67		49.3	3	17.	64	2	7.6	4	10.	14	1:	5.78	
Complaint pending during fi	scal yea	r v	where	he	earin	g v	vas r	ot	requ	iest	ed			
Average number of days in investigation	171.06	5	209.1	0	149	.47	7 17	70.8	33	194	.27	17	70.17	
Average number of days in final action	127.40)	86.0	8	64.	12	6	2.5	0	71.	38	42	2.17	
		T					Con	ıpa	rati	ive	Data	ì		
Complaints Dismissed by	Agency		Pro	evi	ous :	Fis	cal `	Yea	ar D	ata	ı	20207	Thru06-	
		ĺ	2015	2	016	20	017	20	18	20	19	•	30	
Total Complaints Dismissed Agency	by		8		10		8		9		7		0	
Average days pending prior dismissal	to		84		102		51	1	9	2	4		0	
Comp	laints V	s Withdrawn by Complainants												
Total Complaints Withdrawn Complainants	by		4		0		3		2	2	1		1	
						C	Com	par	ativ	⁄e I)ata			
Total Final Agency Action	ons		Pre	vio	ous I	isc	cal Y	'ea	r D	ata		20207	Γhru06-	
Finding Discrimination	n [20	015	20	16	20	17	20	18	20	19		30	
		#	%	#	%	#	%	#	%	#	%	#	%	
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	
		Comparative Data												
Findings of Discriminat	ion			D ' E' IX D										
Findings of Discriminat Rendered by Basis	ion		Pro	evi	ous	Fis	cal `	Yea	ar D	ata	l	2020	Thru06-	
Rendered by Basis Note: Complaints can be file	ed .	2	Pro 2015		ous :		cal ` 017		ar D 018	_	019	2020	Thru06- 30	
Rendered by Basis	ed sum	2	2015							2		#		
Note: Complaints can be file alleging multiple bases. The of the bases may not equal to	ed sum		2015	2	016	20	017	20	018	2	019		30	

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
ndings 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
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	0	0	0	0	0	0	0	0	0	0	0	0

Religion Reprisal	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	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
					C	omr	ar	ativ	e D	ata		

					(Com	pa	rati	ve 1	Data	1	
Findings of Discrimination		Pr	evi	ous	Fis	cal `	Yea	ır D	ata		2020	Thru06-
Rendered by Issue	20)15	20	016	20	017	20)18	20)19		30
	#	%	#	%	#	%	#	%	#	%	#	%
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												
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
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												
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
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		-										
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
	•					Cor	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	Thru06-
Trevious risear rears by Status	,	201	5	201	6	2017	/ 2	2018	2	019		30
Total complaints from previous Fiscal Years		30)	43		39		41		38	40	
Total Complainants		30)	39		34	Ì	30		27		29
Number complaints pending												
Investigation		0		1		1		3		3		3
ROI issued, pending Complainant's action		0		0		0		0		0		1

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					
			Com	parau	ve Dai	4
Complaint Investigations	Pre	vious l				2020Thru06-
Complaint Investigations	Pre 2015	1				