

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

APHIS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
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

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
<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	
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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
<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	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 Employment	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	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	172.08
Average number of days in final action	96.45	67.71	45.19	50.13	49.95	26.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	210.27	222.17	172.90	168.62	178.18	173.85

Average number of days in final action	70.67	49.33	17.64	27.64	10.14	15.78						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	171.06	209.10	149.47	170.83	194.27	170.17						
Average number of days in final action	127.40	86.08	64.12	62.50	71.38	42.17						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	8	10	8	9	7	0						
Average days pending prior to dismissal	84	102	51	19	24	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	4	0	3	2	4	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015	2016	2017	2018	2019							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0						
Without Hearing	0	0	0	0	0	0						
With Hearing	0	0	0	0	0	0						
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015	2016	2017	2018	2019							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0						
Race	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
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	3	3	3	3