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

APHIS (and below)

For 3rd Quarter 2021 for period ending June 30, 2021

			Coı	nparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2021Th0(-20
	2016	2017	2018	2019	2020	2021Thru06-30
Number of Complaints Filed	41	60	40	34	33	29
Number of Complainants	40	53	39	34	33	29
Repeat Filers	1	5	1	0	0	0

Complaints by Pasis			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.	2016	2017	2018	2019	2020	2021Thru06- 30
Race	21	17	14	13	14	15
Color	5	6	4	2	8	9
Religion	2	2	4	0	0	3
Reprisal	19	31	24	20	18	13
Sex	22	18	19	11	14	11
PDA	0	1	0	0	0	0
National Origin	5	9	3	4	4	6

Equal Pay Act	0	0	1	0	2	1
Age	15	21	12	11	10	6
Disability	9	18	20	17	14	12
Genetics	0	0	0	1	1	0
Non-EEO	1	4	2	2	5	4
			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.	2016	2017	2018	2019	2020	2021Thru06- 30
Appointment/Hire	0	1	0	2	2	0
Assignment of Duties	4	7	6	3	2	0
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	1	0	0	0
Reprimand	0	6	2	4	3	3
Suspension	0	0	0	1	2	0
Removal	0	0	0	3	0	0
Other	0	0	0	0	3	1
Duty Hours	3	2	1	0	3	0
Perf. Eval./ Appraisal	6	11	11	7	4	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	17	41	27	20	15	8
Sexual	2	1	1	0	3	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	2	1	0	0	0

Promotion/Non-Selection		14	10	8	8	6	8	9
Reassignment								
Denied		1	0	(O	2	1	0
Directed		0	1	1	1	3	3	1
Reasonable Accommodation Disability	1	6	10	Ģ	9	7	7	3
Reinstatement		0	0	()	0	0	0
Religious Accommodation		0	0	()	0	0	0
Retirement		0	0]	1	0	0	0
Sex-Stereotyping		0	1]	1	0	0	0
Telework		1	0	2	2	2	3	0
Termination		3	4	1	1	3	5	4
Terms/Conditions of Emplo	yment	14	29	1	2	16	11	10
Time and Attendance		2	6	7	7	4	5	3
Training		2	3	2	2	0	1	2
Other								
User Defined - Other 1		0	0	0		0	1	2
User Defined - Other 2		0	0	(О	0	0	0
User Defined - Other 3		0	0	(О	0	0	0
User Defined - Other 4		0	0	(О	0	0	0
			Cor	np	ara	tive	Data	-
Processing Time	1	Previous	Fiscal	Ye	ear	Data	ı	2021Thru06-
	2016	2017	2018		20	19	2020	30
Complaints pending during	fiscal yea	r						
Average number of days in investigation	216.23	165.26	169.9	0	184	.50	172.56	152.40
Average number of days in final action	67.71	45.19	50.13	3	49.	95	26.89	61.26
Complaint pending during fi	scal year	where h	earing	wa	s re	ques	ted	

Average number of days in investigation	222.17	7 1	72.9	0 1	68.	62	178	3.18	19	94.89	14	10.83
Average number of days in final action	49.33	1	17.64	1 2	27.6	54	10	.14	1	3.73	2	0.11
Complaint pending during fi	scal yea	ır w	here	hea	ring	g wa	s no	ot re	que	sted		
Average number of days in investigation	209.10) 1	49.4	7 1	70.	83	194	1.27	14	17.44	16	50.11
Average number of days in final action	86.08	ϵ	64.12	2 6	52.5	50	71	.38	4	5.00	9	8.30
						Co	m	para	tiv	e Dat	a	
Complaints Dismissed by	Agency		Pre	viou	ıs I	isca	l Y	ear	Da	ta	20217	Thru06-
		2	2016 2		17	201	18 2019		2	2020		30
Total Complaints Dismissed Agency	by		10			9		7		1		5
Average days pending prior dismissal	to	1	102		l	19		24		222		36
Comp	laints V	Vith	ıdra	wn l	by (Com	ıpla	aina	nts		1	
Total Complaints Withdrawn Complainants	n by		0 3			2		4		2	1	
						Con	npa	ırati	ve]	Data		
Total Final Agency Actio	ons]	Prev	ious	Fi	scal	Ye	ar D	ata	ì	2021	Γhru06-
Finding Discrimination		016	5 20	017	2	018	20	019	2	020	•	30
	#	%	ó #	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
			\neg									

Findings of Discrimination					(Com	ıpa	rati	ve l	Data		
Rendered by Basis		Pı	rev	ious	Fis	scal	Ye	ar D	ata	ı	2021	Thru06-
Note: Complaints can be filed	20	016	20)17	20)18	20)19	2	020		30
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	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	1	100	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
			<u>'</u>								1	'
Findings After Hearing	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	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	1	100	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

		_	_	_	_	_	_	_	_			1
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
					(Com	ıpaı	rativ	ve I	Data		
Findings of Discrimination		Pı	evi	ous	Fis	cal `	Yea	r D	ata		20217	Γhru06-
Rendered by Issue	20	16	20	17	20	18	20	19	20	020	-	30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		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												

									Ι.			
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	1	100	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	1	100	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		1		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

D' 4 1			_	_						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	1	100	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	1	100	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

Other 0 <th>Removal</th> <th>0</th>	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal 0	Other	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Harassment Non-Sexual 0 0 0 0 0 0 0 0 0	Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual 0 <td>Harassment</td> <td></td> <td>•</td>	Harassment												•
Medical Examination 0	Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime 0	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection 0	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Directed 0<	Reassignment												•
Reasonable Accommodation Disability 0	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Disability 0	Directed	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	0
Retirement 0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping 0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework 0<	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination 0 <th< td=""><td>Sex-Stereotyping</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment 0 <th< td=""><td>Telework</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Telework	0	0	0	0	0	0	0	0	0	0	0	0
Employment 0	Termination	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	0
Other - User Define User Defined - Other 1	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	Training	0	0	0	0	0	0	0	0	0	0	0	0
	Other - User Define												
User Defined - Other 2 0 0 0 0 0 0 0 0 0 0 0	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
Osei Deilied - Otilei 4	U	U	0		U		<u> </u>	-				0
Danding Complaints Filed in						Co	om	para	tiv	ve Dat	a	
Pending Complaints Filed in Previous Fiscal Years by Statu			Pre	evio	us l	Fisca	al Y	Year	D	ata	2021	Thru06-
•		20	16	20	17	201	18	201	9	2020		30
Total complaints from previous Fiscal Years			13	3	9	41		38		38		45
Total Complainants		3	39	3.	4	30)	27		28		37
Number complaints pending												
Investigation			1	1		3		3		2		3
ROI issued, pending Complainant's action			0	0)	0		0		0		0
Hearing		3	37	3	8	38	3	34		36		43
Final Agency Action			5	1	-	1		2		0		0
Appeal with EEOC Office of Federal Operations			7	1	1	13	3	17		20		26
						Co	om	para	ativ	ve Dat	a	
Complaint Investigations			Pre	evio	us l	Fisca	al Y	Year	· D	ata	2021	Thru06-
		20)16	20	17	201	18	201	9	2020		30
Pending Complaints Where Investigations Exceed Required Time Frames			2	3	3	3		3		2	3	