

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

APHIS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
	2016	2017	2018	2019	2020	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru06-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
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	6	8	9
Reassignment						
Denied	1	0	0	2	1	0
Directed	0	1	1	3	3	1
Reasonable Accommodation Disability	6	10	9	7	7	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	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	3	0
Termination	3	4	1	3	5	4
Terms/Conditions of Employment	14	29	12	16	11	10
Time and Attendance	2	6	7	4	5	3
Training	2	3	2	0	1	2
Other						
User Defined - Other 1	0	0	0	0	1	2
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					2021Thru06-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	216.23	165.26	169.90	184.50	172.56	152.40
Average number of days in final action	67.71	45.19	50.13	49.95	26.89	61.26
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	222.17	172.90	168.62	178.18	194.89	140.83						
Average number of days in final action	49.33	17.64	27.64	10.14	13.73	20.11						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	209.10	149.47	170.83	194.27	147.44	160.11						
Average number of days in final action	86.08	64.12	62.50	71.38	45.00	98.30						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	2016	2017	2018	2019	2020							
Total Complaints Dismissed by Agency	10	8	9	7	1						5	
Average days pending prior to dismissal	102	51	19	24	222						36	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	3	2	4	2						1	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	2016	2017	2018	2019	2020							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		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	1	100	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 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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 06-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
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												

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	43	39	41	38	38							45
Total Complainants	39	34	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	37	38	38	34	36							43
Final Agency Action	5	1	1	2	0							0
Appeal with EEOC Office of Federal Operations	7	11	13	17	20							26
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2021Thru06-30	
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	2	3	3	3	2							3