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

APHIS (and below)

For 3rd Quarter 2017 for period ending June 30, 2017

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2017Thru06-30						
	2012	2013	2014	2015	2016	2017111ru00-30						
Number of Complaints Filed	47	42	41	65	41	44						
Number of Complainants	47	39	41	61	40	42						
Repeat Filers	0	2	0	4	1	2						

Complaints by Dasis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious 1	ata			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru06- 30
Race	15	11	15	24	21	16
Color	2	4	5	9	5	6
Religion	1	4	1	3	2	1
Reprisal	28	24	28	38	19	18
Sex	11	14	16	27	22	11
PDA	0	0	0	1	0	0

National Origin	6	7	7	11	5	8
Equal Pay Act	0	0	0	0	0	0
Age	11	19	15	25	15	17
Disability	14	12	16	18	9	14
Genetics	1	0	0	0	0	0
Non-EEO	6	2	4	9	1	3
			Com	parativ	ve Data	1
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru06- 30
Appointment/Hire	1	3	3	3	0	1
Assignment of Duties	7	5	13	16	4	5
Awards	0	3	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	1
Reprimand	5	3	3	3	0	3
Suspension	1	0	2	2	0	0
Removal	1	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	1	2	0	2	3	1
Perf. Eval./ Appraisal	2	5	6	8	6	11
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	29	15	29	38	17	30

Sexual	2	0	1	0	2	0
Medical Examination	0	0	1	1	0	0
Pay including overtime	3	2	2	6	2	1
Promotion/Non-Selection	6	5	6	26	14	9
Reassignment						
Denied	3	0	1	1	1	0
Directed	1	3	4	3	0	1
Reasonable Accommodation Disability	8	3	6	11	6	8
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	0	1	0
Termination	3	3	2	8	3	3
Terms/Conditions of Employment	3	13	19	28	14	21
Time and Attendance	2	3	2	7	2	6
Training	6	4	7	8	2	3
Other						
User Defined - Other 1	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

			(Comp	par	ative I	Data	
Processing Time		Previo	us Fis	cal Y	ear	r Data		2017Thru06-
	2012	2013	20)14	2	2015	2016	30
Complaints pending during	g fiscal y	ear						
Average number of days in investigation	195.13	194.7	8 18	9.23	19	92.62	216.23	170.61
Average number of days in final action	279.54	85.28	3 14	0.42	9	6.45	67.71	48.24
Complaint pending during	fiscal ye	ar wher	e hear	ing v	vas	reques	sted	1
Average number of days in investigation	206.92	0	19	1.21	21	10.27	222.17	180.28
Average number of days in final action	0	0 95.33 181.22 70.6			0.67	49.33	15.62	
Complaint pending during	fiscal ye	ar when	e hear	ing v	vas	not re	quested	
Average number of days in investigation	169.58	194.7	8 18	4.91	17	71.06	209.10	154.17
Average number of days in final action	279.54	70.20	10	3.22	12	27.40	86.08	68.31
				C	om	parat	ive Data	
Complaints Dismissed Agency	d by	Pre	evious	Fisc	al Y	Year D	ata	2017Thru06-
g ,		2012	2013	20	14	2015	2016	30
Total Complaints Dismiss Agency	ed by	7	7	6)	8	10	6
Average days pending prid dismissal	or to	56	52	74	4	84	102	58
Con	plaints V	Withdr	awn b	y Co	mp	olainai	nts	
Total Complaints Withdra Complainants	wn by	1	1	2	,	4	0	2

					(Comp	ara	tive	Da	ta		
Total Final Agency		I	rev	ious	Fis	cal Y	ear	Dat	a		20177	Thru06
Actions Finding Discrimination	2	012	20	13	20	014	20)15	20)16	;	30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		2		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	2	100	0	0	0	0	0	0
Findings of					(Comp	ara					
Discrimination Rendered by Basis	Previous Fiscal Year Data 2017Thru											Ր հ բու∂6
Note: Complaints can be	2	012	20	013	2	2014	2	015	2	016		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		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	2	67	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	2	67	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	1	33	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		2		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	2	100	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	2	100	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 Without Hearing	1		0		0		0		0		0	
Race	1	100	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	1	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
					(Comp	ara	tive	Dat	a		
Findings of Discrimination Rendered		P	rev	ious	Fis	cal Ye	ear	Data	ì		2017	Γhru06-
by Issue	2	012	20)13	2	014	20)15	20)16		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		3		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	1	100	0	0	3	100	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	1	33	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	1	33	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	1	33	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		2		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	2	100	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

							1					
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	1		0		1		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	1	100	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	1	100	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	1	100	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	1	100	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-
	2012	2013	2014	2015	2016	30
Total complaints from previous Fiscal Years	61	66	31	30	43	44
Total Complainants	31	28	29	30	39	39
Number complaints pending		-		-	-	
Investigation	0	0	0	0	1	1
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	25	26	30	25	37	42
Final Agency Action	7	4	1	2	5	2
Appeal with EEOC Office of Federal Operations	6	7	7	4	7	9
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-
	2012	2013	2014	2015	2016	30
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	1	1	2	2