

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

## APHIS

For 4th Quarter 2009 for period ending September 30, 2009

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Number of Complaints Filed		63	42	44	55	61
Number of Complainants		58	41	41	52	59
Repeat Filers		3	1	2	3	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	
Race		23	13	10	12	11
Color		8	1	3	2	1
Religion		1	1	0	3	0
Reprisal		33	26	19	30	23

National Origin		10	6	5	4	6
Equal Pay Act		0	3	0	0	0
Age		18	11	11	13	10
Disability		13	6	9	9	11
Non-EEO		1	0	3	9	10
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	
Appointment/Hire		0	0	0	0	2
Assignment of Duties		3	3	8	4	1
Awards		2	1	0	2	1
Conversion to Full-time		0	0	0	0	0
Disciplinary Action						
Demotion		1	0	0	0	0
Reprimand		3	0	0	4	5
Suspension		5	1	3	7	5
Removal		0	0	0	2	2
Other		2	1	2	0	1
Duty Hours		0	0	1	1	3
Evaluation Appraisal		0	1	1	7	4
Examination/Test		0	0	0	0	0
Harassment						
Non-Sexual		26	17	19	19	22
Sexual		1	1	4	1	1

Medical Examination		0	0	0	0	0
Pay (Including Overtime)		1	0	1	1	1
Promotion/Non-Selection		24	17	14	17	12
Reassignment						
Denied		0	1	0	1	1
Directed		2	0	2	0	1
Reasonable Accommodation		2	1	4	2	7
Reinstatement		0	0	0	1	0
Retirement		0	0	0	0	0
Termination		5	3	4	1	5
Terms/Conditions of Employment		0	0	0	3	6
Time and Attendance		4	6	3	0	3
Training		4	1	1	4	4
Other		8	11	7	3	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation		147.13	151.08	148.31	186.76	99.91
Average number of days in final action		1,030.04	543.70	807.26	734.13	503.70
Complaint pending during fiscal year where hearing was requested						
Average		58.50	52.57	78.67	93.36	0

number of days in investigation												
Average number of days in final action		118.50	12.87	52.00	30.29	94.50						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation		213.09	212.32	197.07	250.97	171.64						
Average number of days in final action		1,068.02	792.53	896.12	948.35	606.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
Total Complaints Dismissed by Agency		34	16	5	5	4						
Average days pending prior to dismissal		1283	917	1331	232	688						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants		12	15	4	4	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		0	2	1	0	1						











Removal			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Duty Hours			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	0	0	0	0	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual			0	0	0	0	0	0	0	0	0	0
Sexual			0	0	0	0	0	0	0	0	0	0
Medical Examination			0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)			0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection			0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied			0	0	0	0	0	0	0	0	0	0
Directed			0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation			0	0	0	0	0	0	0	0	0	0
Reinstatement			0	0	0	0	0	0	0	0	0	0
Retirement			0	0	0	0	0	0	0	0	0	0
Termination			0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment			0	0	0	0	0	0	0	0	0	0
Time and Attendance			0	0	0	0	1	100	0	0	0	0
Training			0	0	0	0	0	0	0	0	0	0
Other - User Defined			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									2009Thru09-		

	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years		189	155	118	94	94
Total Complainants		161	139	110	84	84
Number complaints pending						
Investigation		0	4	6	3	3
ROI issued, pending Complainant's action		0	0	0	0	0
Hearing		34	26	17	17	20
Final Agency Action		55	45	35	26	2
Appeal with EEOC Office of Federal Operations		0	2	3	3	4
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames		8	5	5	4	7