

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

APHIS (and below)

For 1st Quarter 2015 for period ending December 31, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	45	49	47	42	41	14
Number of Complainants	45	49	47	39	41	14
Repeat Filers	0	0	0	2	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	16	15	11	16	3
Color	2	0	2	4	5	3
Religion	2	3	1	4	1	0
Reprisal	15	23	28	24	30	8
Sex	14	13	11	14	16	5
PDA	0	0	0	0	0	0

National Origin	4	4	6	7	7	3
Equal Pay Act	0	0	0	0	0	0
Age	10	10	11	19	15	7
Disability	10	12	14	12	16	1
Genetics	0	0	1	0	0	0
Non-EEO	8	5	6	2	4	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	1	0	1	3	3	0
Assignment of Duties	3	5	7	5	14	2
Awards	0	1	0	3	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	6	3	5	3	3	0
Suspension	4	1	1	0	2	0
Removal	1	0	1	1	0	0
Other	0	3	3	1	1	0
Duty Hours	0	0	1	2	0	0
Evaluation Appraisal	1	4	2	5	7	4
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	13	25	29	15	29	11

Sexual	0	1	2	0	1	0
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	0	1	3	2	2	0
Promotion/Non-Selection	8	16	6	5	6	4
Reassignment						
Denied	1	2	3	0	1	0
Directed	0	3	1	3	4	0
Reasonable Accommodation	2	4	8	3	6	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	5	1	3	3	2	1
Terms/Conditions of Employment	1	1	3	13	20	4
Time and Attendance	1	2	2	3	2	0
Training	1	5	6	4	7	0
Other	2	3	5	7	1	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	248.48	175.27	195.13	188.15	189.23	198.11
Average number of days in final action	156.37	106.03	240.85	85.28	140.42	120.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	249.52	167.81	206.92	184.65	191.21	194.50
Average number of days in final action	127.75	82.35	169.00	95.33	181.22	75.67

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	247.80	193.08	169.58	194.78	184.91	201.00						
Average number of days in final action	179.27	139.58	279.54	70.20	103.70	255.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	12	8	7	7	6	2						
Average days pending prior to dismissal	422	88	56	52	74	110						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	1	1	1	1	2	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		2		0		0		2		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	2	100	0	0	0	0	2	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru12-31	
	2010	2011	2012	2013	2014							
<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		2		1		0		3		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
Evaluation 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	1	100	0	0	3	100	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	1	33	0	0
Promotion/Non-Selection	0	0	1	50	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	0	0	0	0	0	0	0	0	1	33	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	1	33	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 Defined	0	0	0	0	0	0	0	0	0	0	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	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 Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		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	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
Evaluation 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	1	100	0	0	1	100	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	1	100	0	0

Promotion/Non-Selection	0	0	1	100	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	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	1	100	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 Defined	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					2015Thru12-31						
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	76	21	31	28	31	52						
Total Complainants	72	21	31	28	29	50						
Number complaints pending												
Investigation	1	0	0	0	0	5						
ROI issued, pending Complainant's action	0	0	0	0	0	5						
Hearing	20	17	25	23	29	39						
Final Agency Action	5	3	7	4	2	3						
Appeal with EEOC Office of Federal Operations	4	6	6	7	7	7						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 12-31
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	3	4	0	2	1	0