

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

GIPSA

For 1st Quarter 2016 for period ending December 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	11	9	3	9	14	5
Number of Complainants	11	9	3	9	14	5
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	5	2	6	7	2
Color	3	2	2	2	6	0
Religion	1	3	1	2	2	0
Reprisal	3	4	1	6	8	3
Sex	4	5	2	1	8	2
PDA	0	0	1	0	0	0

National Origin	1	1	1	4	2	1
Equal Pay Act	0	0	0	0	0	0
Age	5	4	2	4	7	2
Disability	3	3	0	2	6	1
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	1	2	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	4	0	0	0	0	0
Assignment of Duties	1	0	0	4	2	1
Awards	0	1	0	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	0	0	0	0	1	0
Suspension	0	0	0	0	3	1
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	1	1	0
Evaluation Appraisal	0	0	0	1	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	1	2	4	7	1

Sexual	1	1	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	2	0	0
Promotion/Non-Selection	4	6	1	3	4	2
Reassignment						
Denied	0	1	0	1	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	1	0	1	2	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	1	1	0
Terms/Conditions of Employment	0	0	0	3	0	0
Time and Attendance	1	1	0	0	1	0
Training	0	0	0	0	0	0
Other	1	2	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru12-31
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	161.12	149.50	163.25	177.00	157.90	0
Average number of days in final action	65.33	228.40	18.00	0	52.17	35.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	164.67	159.20	151.33	174.00	156.62	0
Average number of days in final action	57.50	146.67	18.00	0	47.20	35.00

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	150.50	101.00	199.00	180.00	163.00	0						
Average number of days in final action	81.00	351.00	0	0	77.00	0						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
Total Complaints Dismissed by Agency	1	0	1	0	4	0						
Average days pending prior to dismissal	102	0	39	0	78	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	1	1	1	0	2	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		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	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru12-31	
	2011	2012	2013	2014	2015							
<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		1		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	0	0	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	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016Thru12-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	7	8	11	11	13	20						
Total Complainants	7	8	11	11	13	19						
Number complaints pending												
Investigation	1	2	3	3	2	5						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	4	6	9	8	12	12						
Final Agency Action	3	0	0	1	0	3						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
Complaint Investigations	Comparative Data						2016Thru12-31					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Pending Complaints Where	1	3	3	3	3	3						

Investigations Exceed Required Time Frames						
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