

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

## APHIS (and below)

For 4th Quarter 2014 for period ending September 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	61	45	49	47	42	41
Number of Complainants	59	45	49	47	39	41
Repeat Filers	2	0	0	0	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	11	8	16	15	11	15
Color	1	2	0	2	4	5
Religion	0	2	3	1	4	1
Reprisal	23	15	23	28	24	28
Sex	11	14	13	11	14	16
PDA	0	0	0	0	0	0

National Origin	6	4	4	6	7	7
Equal Pay Act	0	0	0	0	0	0
Age	10	10	10	11	19	15
Disability	11	10	12	14	12	16
Genetics	0	0	0	1	0	0
Non-EEO	10	8	5	6	2	4
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Appointment/Hire	2	1	0	1	3	3
Assignment of Duties	1	3	5	7	5	13
Awards	1	0	1	0	3	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	1	0	0
Reprimand	5	6	3	5	3	3
Suspension	5	4	1	1	0	2
Removal	2	1	0	1	1	0
Other	1	0	3	3	1	1
Duty Hours	3	0	0	1	2	0
Evaluation Appraisal	4	1	4	2	5	6
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	22	13	25	29	15	29

Sexual	1	0	1	2	0	1
Medical Examination	0	0	0	0	0	1
Pay (Including Overtime)	1	0	1	3	2	2
Promotion/Non-Selection	12	8	16	6	5	6
<b>Reassignment</b>						
Denied	1	1	2	3	0	1
Directed	1	0	3	1	3	4
Reasonable Accommodation	7	2	4	8	3	6
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	5	5	1	3	3	2
Terms/Conditions of Employment	6	1	1	3	13	19
Time and Attendance	3	1	2	2	3	2
Training	4	1	5	6	4	7
Other	2	2	3	5	7	2
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014Thru09-30</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Complaints pending during fiscal year						
Average number of days in investigation	173.30	248.48	175.27	195.13	188.15	189.23
Average number of days in final action	503.70	156.37	106.03	240.85	85.28	140.42
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	174.86	249.52	167.81	206.92	184.65	191.21
Average number of days in final action	94.50	127.75	82.35	169.00	95.33	181.22

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	171.94	247.80	193.08	169.58	194.78	184.91						
Average number of days in final action	606.00	179.27	139.58	279.54	70.20	103.70						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014Thru09-30</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
Total Complaints Dismissed by Agency	4	12	8	7	7	6						
Average days pending prior to dismissal	688	422	88	56	52	74						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	1	1	1	1	1	2						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014Thru09-30</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		2		0		0		2	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	2	100	0	0	0	0	2	100
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2014Thru09-30</b>	
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	1		0		2		1		0		3	





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	0	0	1	100	0	0	3	100
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	1	33
Promotion/Non-Selection	1	100	0	0	1	50	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	0	0	1	33
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	1	33
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





Promotion/Non-Selection	0	0	0	0	1	100	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	0	0	1	100
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	1	100
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					2014Thru09-30
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years	94	76	21	31	28	31
Total Complainants	84	72	21	31	28	29
<b>Number complaints pending</b>						
Investigation	2	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	19	20	17	25	23	30
Final Agency Action	4	5	3	7	4	1
Appeal with EEOC Office of Federal Operations	4	4	6	6	7	7

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2014Thru09-30</b>
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	7	3	4	1	2	1