

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

## APHIS (and below)

For 4th Quarter 2015 for period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	45	49	47	42	41	58
Number of Complainants	45	49	47	39	41	55
Repeat Filers	0	0	0	2	0	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	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	15	20
Color	2	0	2	4	5	7
Religion	2	3	1	4	1	3
Reprisal	15	13	28	24	28	36
Sex	14	13	11	14	16	22
PDA	0	0	0	0	0	1

National Origin	4	4	6	7	7	11
Equal Pay Act	0	0	0	0	0	0
Age	10	10	11	19	15	22
Disability	10	12	14	12	16	15
Genetics	0	0	1	0	0	0
Non-EEO	8	5	6	2	4	9
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Appointment/Hire	1	0	1	3	3	3
Assignment of Duties	3	5	7	5	13	14
Awards	0	1	0	3	0	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	0	0	0
Reprimand	6	3	5	3	3	2
Suspension	4	1	1	0	2	2
Removal	1	0	1	1	0	0
Other	0	3	3	1	1	4
Duty Hours	0	0	1	2	0	1
Evaluation Appraisal	1	4	2	5	6	7
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	13	25	29	15	29	35

Sexual	0	1	2	0	1	0
Medical Examination	0	0	0	0	1	0
Pay (Including Overtime)	0	1	3	2	2	5
Promotion/Non-Selection	8	16	6	5	6	26
<b>Reassignment</b>						
Denied	1	2	3	0	1	1
Directed	0	3	1	3	4	2
Reasonable Accommodation	2	4	8	3	6	8
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	5	1	3	3	2	6
Terms/Conditions of Employment	1	1	3	13	19	19
Time and Attendance	1	2	2	3	2	5
Training	1	5	6	4	7	6
Other	2	3	5	7	2	4
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru09-30</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Complaints pending during fiscal year						
Average number of days in investigation	248.48	193.08	195.13	194.78	189.23	196.46
Average number of days in final action	179.27	139.58	279.54	85.28	140.42	120.12
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	249.52	0	206.92	0	191.21	211.64
Average number of days in final action	0	0	0	95.33	181.22	70.67

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	174.20						
Average number of days in final action	179.27	139.58	279.54	70.20	103.22	268.50						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru09-30</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total Complaints Dismissed by Agency	12	8	7	7	6	8						
Average days pending prior to dismissal	422	88	56	52	74	84						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	1	1	1	1	2	4						
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru09-30</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
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
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2015Thru09-30</b>	
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	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
<b>Findings Without Hearing</b>	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	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	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2015Thru09-30</b>						
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total complaints from previous Fiscal Years	76	59	61	66	31	33						
Total Complainants	72	21	31	28	29	33						
<b>Number complaints pending</b>												
Investigation	1	0	0	0	0	0						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	20	20	25	26	30	29						
Final Agency Action	5	3	7	4	1	1						
Appeal with EEOC Office of Federal Operations	4	6	6	7	7	4						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015 Thru 09-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	3	4	1	2	1	0