

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

## GIPSA

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	9	11	9	3	9	14
Number of Complainants	9	11	9	3	9	14
Repeat Filers	0	0	0	0	0	0
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>	2010	2011	2012	2013	2014	2015Thru09-30
Race	8	8	5	2	6	7
Color	0	3	2	2	2	6
Religion	0	1	3	1	2	2
Reprisal	1	3	4	1	6	8
Sex	3	4	5	2	1	8
PDA	0	0	0	1	0	0

National Origin	0	1	1	1	4	2
Equal Pay Act	0	0	0	0	0	0
Age	5	5	4	2	4	7
Disability	0	3	3	0	2	6
Genetics	0	0	0	0	0	0
Non-EEO	1	0	1	0	1	2
<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	6	4	0	0	0	0
Assignment of Duties	0	1	0	0	4	2
Awards	0	0	1	0	1	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	1	0	0	0
Reprimand	0	0	0	0	0	1
Suspension	0	0	0	0	0	3
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	1
Evaluation Appraisal	0	0	0	0	1	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	1	2	1	2	4	7

Sexual	0	1	1	0	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	2	0
Promotion/Non-Selection	3	4	6	1	3	4
<b>Reassignment</b>						
Denied	0	0	1	0	1	1
Directed	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	0	1	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	0	0	0	1	1
Terms/Conditions of Employment	0	0	0	0	3	0
Time and Attendance	0	1	1	0	0	1
Training	0	0	0	0	0	0
Other	0	1	2	0	0	0
<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	273.20	161.12	149.50	163.25	177.00	157.90
Average number of days in final action	499.50	65.33	228.40	18.00	0	52.17
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	311.00	164.67	159.20	151.33	174.00	156.62
Average number of days in final action	499.50	57.50	146.67	18.00	0	47.20

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	248.00	150.50	101.00	199.00	180.00	163.00						
Average number of days in final action	0	81.00	351.00	0	0	77.00						
<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	0	1	0	1	0	4						
Average days pending prior to dismissal	0	102	0	39	0	78						
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	1	1	1	1	0	2						
<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		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
<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		0		1		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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2015Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Total complaints from previous Fiscal Years	4	7	8	11	11	13						
Total Complainants	4	7	8	11	11	13						
<b>Number complaints pending</b>												
Investigation	0	1	2	3	3	2						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	3	4	6	9	8	11						
Final Agency Action	0	3	0	0	1	0						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2015Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>							
Pending Complaints Where	1	1	3	3	3	3						

Investigations Exceed Required Time Frames						
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