

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

APHIS (and below)

For 4th Quarter 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	49	47	42	41	65	41
Number of Complainants	49	47	39	41	61	40
Repeat Filers	0	0	2	0	4	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<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	
Race	16	15	11	15	24	21
Color	0	2	4	5	9	5
Religion	3	1	4	1	3	2
Reprisal	13	28	24	28	38	19
Sex	13	11	14	16	27	22
PDA	0	0	0	0	1	0

National Origin	4	6	7	7	11	5
Equal Pay Act	0	0	0	0	0	0
Age	10	11	19	15	25	15
Disability	12	14	12	16	18	9
Genetics	0	1	0	0	0	0
Non-EEO	5	6	2	4	9	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
<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	0	1	3	3	3	0
Assignment of Duties	5	7	5	13	16	4
Awards	1	0	3	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	0	0	0
Reprimand	3	5	3	3	3	0
Suspension	1	1	0	2	2	0
Removal	0	1	1	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	1	2	0	2	3
Perf. Eval./ Appraisal	4	2	5	6	8	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	25	29	15	29	38	17

Sexual	1	2	0	1	0	2
Medical Examination	0	0	0	1	1	0
Pay including overtime	1	3	2	2	6	2
Promotion/Non-Selection	16	6	5	6	26	14
Reassignment						
Denied	2	3	0	1	1	1
Directed	3	1	3	4	3	0
Reasonable Accommodation Disability	4	8	3	6	11	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	1
Termination	1	3	3	2	8	3
Terms/Conditions of Employment	1	3	13	19	28	14
Time and Attendance	2	2	3	2	7	2
Training	5	6	4	7	8	2
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	193.08	195.13	194.78	189.23	192.62	216.23
Average number of days in final action	139.58	279.54	85.28	140.42	96.45	67.71
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	206.92	0	191.21	210.27	222.17
Average number of days in final action	0	0	95.33	181.22	70.67	49.33
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	193.08	169.58	194.78	184.91	171.06	209.10
Average number of days in final action	139.58	279.54	70.20	103.22	127.40	86.08
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	8	7	7	6	8	10
Average days pending prior to dismissal	88	56	52	74	84	102
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	1	2	4	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2016Thru09-30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		3		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	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/Perm Status	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
Perf. Eval./ 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	1	100	0	0	3	100	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	1	33	0	0	0	0
Promotion/Non-Selection	1	50	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
Perf. Eval./ 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	1	100	0	0	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	1	100	0	0	0	0
Promotion/Non-Selection	1	100	0	0	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 Disability	0	0	0	0	0	0	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	100	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 Define												

User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2016Thru09-30					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Total complaints from previous Fiscal Years	59	61	66	31	30	43						
Total Complainants	21	31	28	29	30	39						
Number complaints pending												
Investigation	0	0	0	0	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	20	25	26	30	25	37						
Final Agency Action	3	7	4	1	2	5						
Appeal with EEOC Office of Federal Operations	6	6	7	7	4	7						
Complaint Investigations	Comparative Data						2016Thru09-30					
	Previous Fiscal Year Data											
	2011	2012	2013	2014	2015							
Pending Complaints Where Investigations Exceed Required Time Frames	4	1	2	1	1	2						