

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

GIPSA

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	11	9	3	9	14	8
Number of Complainants	11	9	3	9	14	8
Repeat Filers	0	0	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	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>	2011	2012	2013	2014	2015	
Race	8	5	2	6	7	5
Color	3	2	2	2	6	1
Religion	1	3	1	2	2	1
Reprisal	3	4	1	6	8	4
Sex	4	5	2	1	8	3
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	4
Disability	3	3	0	2	6	2
Genetics	0	0	0	0	0	0
Non-EEO	0	1	0	1	2	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	4	0	0	0	0	1
Assignment of Duties	1	0	0	4	2	1
Awards	0	1	0	1	0	0
Conversion to Full Time/Perm Status	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
Perf. Eval./ Appraisal	0	0	0	1	2	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	1	2	4	7	2

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	3
Reassignment						
Denied	0	1	0	1	1	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	1	0	1	2	0
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	0
Termination	0	0	0	1	1	0
Terms/Conditions of Employment	0	0	0	3	0	1
Time and Attendance	1	1	0	0	1	0
Training	0	0	0	0	0	1
Other						
User Defined - Other 1	0	0	0	0	0	1
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	161.12	149.50	163.25	177.00	157.90	269.50
Average number of days in final action	65.33	228.40	18.00	0	52.17	84.25
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	294.20
Average number of days in final action	57.50	146.67	18.00	0	47.20	27.67
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	146.00
Average number of days in final action	81.00	351.00	0	0	77.00	254.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	1	0	1	0	4	2
Average days pending prior to dismissal	102	0	39	0	78	102
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	1	0	2	2

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	0		1		0		0		0		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/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	0	0	0	0	0	0
Sexual	0	0	1	100	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	0	0
Promotion/Non-Selection	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 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
Findings Without Hearing	0		1		0		0		0		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/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	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years	7	8	11	11	13	13
Total Complainants	7	8	11	11	13	13
Number complaints pending						
Investigation	1	2	3	3	2	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	4	6	9	8	12	13
Final Agency Action	3	0	0	1	0	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	1
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	1	3	3	3	3	0