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

## **APHIS** (and below)

For 4th Quarter 2017 for period ending September 30, 2017

**Comparative Data** 

			•	0P										
<b>Complaint Activity</b>	Pr	evious	Fiscal	Year	Data	2	0177100 20							
	2012	2013	2014	201	5 201		017Thru09-30							
Number of Complaints Filed	47	42	41	65	41		60							
Number of Complainants	47	39	41	61	40	)	53							
Repeat Filers	0	2	0	4	1		5							
Contract D		Comparative Data												
Complaints by Basis		Pre	vious l	Fiscal `	Year I	)ata								
Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints filed.	n of	2012	2013	2014	2015	2016	2017Thru09- 30							
Race		15	11	15	24	21	17							
Color		2	4	5	9	5	6							
Religion		1	4	1	3	2	2							
Reprisal		28	24	28	38	19	31							
Sex		11	14	16	27	22	18							
PDA		0	0	0	1	0	1							
National Origin		6	7	7	11	5	9							
Equal Pay Act		0	0	0	0	0	0							

Age	11	19	15	25	15	21
Disability	14	12	16	18	9	18
Genetics	1	0	0	0	0	0
Non-EEO	6	2	4	9	1	4
			a			
Complaints by Issue	Pre					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru09- 30
Appointment/Hire	1	3	3	3	0	1
Assignment of Duties	7	5	13	16	4	7
Awards	0	3	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	2
Reprimand	5	3	3	3	0	6
Suspension	1	0	2	2	0	0
Removal	1	1	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	1	2	0	2	3	2
Perf. Eval./ Appraisal	2	5	6	8	6	11
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	29	15	29	38	17	41
Sexual	2	0	1	0	2	1
Medical Examination	0	0	1	1	0	0
Pay including overtime	3	2	2	6	2	2
Promotion/Non-Selection	6	5	6	26	14	10
Reassignment						
Denied	3	0	1	1	1	0

Directed		1	3	4	3	0	1
Reasonable Accommodation I	Disability	7 8	3	6	11	. 6	10
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	1
Telework		0	0	0	0	1	0
Termination		3	3	2	8	3	4
Terms/Conditions of Employn	nent	3	13	19	28	3 14	29
Time and Attendance		2	3	2	7	2	6
Training		6	4	7	8	2	3
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
			Cor	npara	itive	Data	
<b>Processing Time</b>	P	revious	Fiscal	Year	Dat	a	2017Thru09-
	2012	2013	2014	20	)15	2016	30
Complaints pending during fis	cal year						
Average number of days in investigation	195.13	194.78	189.2	3 192	2.62	216.23	165.26
Average number of days in final action	279.54	85.28	140.4	2 96	.45	67.71	45.19
Complaint pending during fisc	al year v	where he	aring v	vas re	ques	ted	
Average number of days in investigation	206.92	0	191.2	1 210	0.27	222.17	172.90
Average number of days in final action	0	95.33	181.2	2 70	.67	49.33	17.64
Complaint pending during fisc	al year v	where he	aring v	vas no	t req	uested	
Average number of days in investigation	169.58	194.78	184.9	1 17	1.06	209.10	149.47

Average number of days in final action	279.54	1	70.2	20	10	3.2	22 1	27.	40	86	.08	64.12		
							Coı	np	arat	ive	Dat	a		
Complaints Dismissed by A	gency		Pr	ev	ious	s F	'iscal	Ye	ar l	Dat	a	2017Thru09-		
			2012	2	201	3	2014	2	015	20	16	;	30	
Total Complaints Dismissed b Agency	У		7		7		6		8	1	0		8	
Average days pending prior to dismissal	1		56		52		74		84	1	02		51	
Compla	ints W	Vithdrawn by Complainants							ts					
Total Complaints Withdrawn I Complainants	by	1 1 2					4		0		3			
							Com	pa	rati	ve l	Data	1		
Total Final Agency Action	ns	Previous Fiscal Year Data							ata	l	2017	Γhru09-		
Finding Discrimination	ı	20	012	20	)13	2	2014	2	015	20	)16		30	
		#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings		0		0		2		0		0		0		
Without Hearing		0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing		0	0	0	0	2	100	0	0	0	0	0	0	
Findings of Discrimination	n						Com	pa	rati	ve 1	Data	ļ.		
Rendered by Basis			Pre	evi	ous	Fi	iscal	Ye	ar E	ata	ı	2017	Thru09-	
Note: Complaints can be filed		2	012	2	013		2014	1	2015	5 2	2016		30	
alleging multiple bases. The su of the bases may not equal tot complaints and findings.		#	%	#	%	#	# %	#	<i>‡</i> 9/	5 #	9%	#	0/0	
<b>Total Number Findings</b>		1		0		3	3	(	)	0		0		
Race		0	0	0	0	(	0	(	0	0	0	0	0	
Color		0	0	0	0	(	0	(	0	0	0	0	0	
Religion		0	0	0	0	2	2 67		0	0	0	0	0	
Reprisal		0	0	0	0	(	0 0		0 0	0	0	0	0	
Sex		0	0	0	0	(	0 0	(	0 0	0	0	0	0	
PDA		0	0	0	0	(	0	(	0	0	0	0	0	

National Origin	0	0	0	0	2	67	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
											ı	1
Findings After Hearing	0		0		2		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	2	100	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	2	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		0		0	
Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	1	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Comp	ar	ativ	e D	ata		
Findings of Discrimination		Pre	vio	ous ]	Fis	cal Y	eai	r Da	ta		2017	Γhru09-
Rendered by Issue	2	012	20	)13	2	014	20	)15	20	16		30
	#	%	#	%	#	%	#	%	#	<b>%</b>	#	%
<b>Total Number Findings</b>	1		0		3		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	1	100	0	0	3	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	1	33	0	0	0	0	0	0
Promotion/Non-Selection	0	0	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	1	33	0	0	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	1	33	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 After Hearing	0		0		2		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	0	0	2	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	0	0	0	0
Promotion/Non-Selection	0	0	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	0	0	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	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	1		0		1		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	1	100	0	0	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	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	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	1	100	0	0	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	1	100	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	1 1			1	1	1 1					ı	ı
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
			Comparative Da									
Pending Complaints Filed in Previous Fiscal Years by Statu	C	]	Previous Fiscal Year Data									Thru09-
Frevious Fiscal Tears by Status		20	12	201	13	2014	2	015	20	016		30
Total complaints from previous Fis Years	cal	6	61		5	31	:	30		43	39	
Total Complainants		3	1	28	3	29		30	1	39		34
Number complaints pending												
Investigation		0		0		0		0		1		1
ROI issued, pending Complainant's action			)	0		0	0		0		0	
Hearing		2	25	26		30		25		37	38	
Final Agency Action		,	7	4		1		2		5	1	
Appeal with EEOC Office of Federal Operations			5	7		7		4		7		11
						Con	ıpa	arat	ive	Dat	ta	
<b>Complaint Investigations</b>			Pre	viou	ıs I	Fiscal	Υe	ar l	Dat	ta	2017	Thru09-
					13	2014	2	015	2	016		30
Pending Complaints Where Investigations Exceed Required Tin Frames	ne		1		,	1		1		2		3