

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

APHIS (Includes Sub-Level Offices)

For 4th Quarter 2024 for period ending September 30, 2024

**Notes:**

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Number of Complaints Filed	34	33	39	29	32	33
Number of Complainants	34	33	37	29	31	29
Repeat Filers	0	0	2	0	1	3

Part 2 Complaints by Basis						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Race	13	14	22	5	7	13
Color	2	8	13	2	2	6
Religion	0	0	5	4	6	3
Reprisal	20	18	20	14	15	24
Sex	11	14	16	8	10	17
PDA	0	0	0	0	0	0
National Origin	4	4	9	1	7	2
Equal Pay Act	0	2	1	0	1	0
Age	11	10	7	5	8	14
Disability	17	14	14	18	21	15
Genetics	1	1	0	0	0	1
Non-EEO	2	5	5	5	5	4

Part 3 Complaints By Issue						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Appointment/Hire	2	2	1	0	3	1
Assignment of Duties*	3	2	0	0	0	0
Awards	1	0	0	0	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	4	3	3	0	0	0
Disciplinary Action: Suspension	1	2	0	2	2	1
Disciplinary Action: Removal	3	0	0	2	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	8	6
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	3	0	0	0	0
Perf. Eval./ Appraisal	7	4	2	1	3	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	20	15	9	14	17	20
Harassment: Sexual	0	3	1	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	2
Promotion/Non-Selection	6	8	10	2	6	12
Reassignment: Denied/Directed	2	1	0	0	1	2
Reassignment: Directed	3	3	1	0	1	1
Reasonable Accommodation Disability	7	7	3	3	8	10
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	2	2	1
Retirement*	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	2	3	0	2	1	1
Termination	3	5	4	3	1	5
Terms/Conditions of Employment*	16	11	16	0	0	0
Time and Attendance	4	5	4	1	1	4
Training	0	1	2	0	4	4
Other Terms/Conditions of Employment*	0	0	0	0	8	13







## Part 8 Finding of Discrimination by Issue

	FY 2019 count	FY 2019 %	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count (thru 09-30)	FY 2024 % (thru 09-30)
Total Number Findings	0		1		0		0		3		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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	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: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	1	33	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	1	33	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: 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	1	100	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	1	100	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	33	0	0



## Part 8 Finding of Discrimination by Issue (without Hearing)

	FY 2019 count	FY 2019 %	FY 2020 count	FY 2020 %	FY 2021 count	FY 2021 %	FY 2022 count	FY 2022 %	FY 2023 count	FY 2023 %	FY 2024 count (thru 09-30)	FY 2024 % (thru 09-30)
Findings Without Hearing	0		0		0		0		3		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
Disciplinary Action: Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action: Other 2**	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: Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	0	0	0	0	0	1	33	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	1	33	0	0
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment: 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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	1	33	0	0

Part 9 Complaints Pending from Previous FY By Status

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Total complaints from previous Fiscal Years	38	38	44	28	15	11
Total Complainants	27	28	36	22	9	9
Complaints Pending Investigation	3	2	3	3	2	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Complaints Pending in Hearing	34	36	42	24	12	6
Complaints Pending Final Agency Action	2	0	0	4	1	2
Complaints Pending Appeal with EEOC Office of Federal Operations	17	20	24	26	23	28

Part 10 Complaint Investigations

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	3	2	4	4	3	1