

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

APHIS (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	47	42	41	65	41	29
Number of Complainants	47	39	41	61	40	28
Repeat Filers	0	2	0	4	1	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	15	11	15	24	21	11
Color	2	4	5	9	5	6
Religion	1	4	1	3	2	1
Reprisal	28	24	28	38	19	10
Sex	11	14	16	27	22	5
PDA	0	0	0	1	0	0

National Origin	6	7	7	11	5	6
Equal Pay Act	0	0	0	0	0	0
Age	11	19	15	25	15	13
Disability	14	12	16	18	9	7
Genetics	1	0	0	0	0	0
Non-EEO	6	2	4	9	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	1	3	3	3	0	1
Assignment of Duties	7	5	13	16	4	5
Awards	0	3	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	1
Reprimand	5	3	3	3	0	0
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	1
Perf. Eval./ Appraisal	2	5	6	8	6	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	29	15	29	38	17	18

Sexual	2	0	1	0	2	0
Medical Examination	0	0	1	1	0	0
Pay including overtime	3	2	2	6	2	1
Promotion/Non-Selection	6	5	6	26	14	7
Reassignment						
Denied	3	0	1	1	1	0
Directed	1	3	4	3	0	1
Reasonable Accommodation Disability	8	3	6	11	6	2
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	1
Terms/Conditions of Employment	3	13	19	28	14	14
Time and Attendance	2	3	2	7	2	2
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	195.13	194.78	189.23	192.62	216.23	193.00
Average number of days in final action	279.54	85.28	140.42	96.45	67.71	58.93
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	206.92	0	191.21	210.27	222.17	199.67
Average number of days in final action	0	95.33	181.22	70.67	49.33	10.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	169.58	194.78	184.91	171.06	209.10	188.44
Average number of days in final action	279.54	70.20	103.22	127.40	86.08	72.27
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	7	7	6	8	10	5
Average days pending prior to dismissal	56	52	74	84	102	68
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	1	2	4	0	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										2017Thru03- 31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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

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												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	61	66	31	30	43	53
Total Complainants	31	28	29	30	39	46
Number complaints pending						
Investigation	0	0	0	0	1	2
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	25	26	30	25	37	45
Final Agency Action	7	4	1	2	5	3
Appeal with EEOC Office of Federal Operations	6	7	7	4	7	10
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	1	1	2	1