

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

## APHIS (and below)

For 3rd Quarter 2017 for period ending June 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	47	42	41	65	41	44
Number of Complainants	47	39	41	61	40	42
Repeat Filers	0	2	0	4	1	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	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>	2012	2013	2014	2015	2016	
Race	15	11	15	24	21	16
Color	2	4	5	9	5	6
Religion	1	4	1	3	2	1
Reprisal	28	24	28	38	19	18
Sex	11	14	16	27	22	11
PDA	0	0	0	1	0	0

National Origin	6	7	7	11	5	8
Equal Pay Act	0	0	0	0	0	0
Age	11	19	15	25	15	17
Disability	14	12	16	18	9	14
Genetics	1	0	0	0	0	0
Non-EEO	6	2	4	9	1	3
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
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
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	1
Reprimand	5	3	3	3	0	3
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	11
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	29	15	29	38	17	30

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	9
<b>Reassignment</b>						
Denied	3	0	1	1	1	0
Directed	1	3	4	3	0	1
Reasonable Accommodation Disability	8	3	6	11	6	8
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	3
Terms/Conditions of Employment	3	13	19	28	14	21
Time and Attendance	2	3	2	7	2	6
Training	6	4	7	8	2	3
<b>Other</b>						
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					2017Thru06-30
	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	170.61
Average number of days in final action	279.54	85.28	140.42	96.45	67.71	48.24
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	206.92	0	191.21	210.27	222.17	180.28
Average number of days in final action	0	95.33	181.22	70.67	49.33	15.62
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	154.17
Average number of days in final action	279.54	70.20	103.22	127.40	86.08	68.31
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	7	7	6	8	10	6
Average days pending prior to dismissal	56	52	74	84	102	58
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	1	1	2	4	0	2





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru06- 30</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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
<b>Findings Without Hearing</b>	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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru06-30</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Total complaints from previous Fiscal Years	61	66	31	30	43	44
Total Complainants	31	28	29	30	39	39
<b>Number complaints pending</b>						
Investigation	0	0	0	0	1	1
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	25	26	30	25	37	42
Final Agency Action	7	4	1	2	5	2
Appeal with EEOC Office of Federal Operations	6	7	7	4	7	9
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru06-30</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	1	1	2	2