

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

APHIS (Includes Sub-Level Offices)

For 4th Quarter 2020 for period ending September 30, 2020

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 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Number of Complaints Filed	65	41	60	40	34	33
Number of Complainants	61	40	53	39	34	33
Repeat Filers	4	1	5	1	0	0

Part 2 Complaints by Basis						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Race	24	21	17	14	13	14
Color	9	5	6	4	2	8
Religion	3	2	2	4	0	0
Reprisal	38	19	31	24	20	18
Sex	27	22	18	19	11	14
PDA	1	0	1	0	0	0
National Origin	11	5	9	3	4	4
Equal Pay Act	0	0	0	1	0	2
Age	25	15	21	12	11	10
Disability	18	9	18	20	17	14
Genetics	0	0	0	0	1	1
Non-EEO	9	1	4	2	2	5

Part 3 Complaints By Issue

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Appointment/Hire	3	0	1	0	2	2
Assignment of Duties*	16	4	7	6	3	2
Awards	1	0	0	0	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	2	1	0	0
Disciplinary Action: Reprimand**	3	0	6	2	4	3
Disciplinary Action: Suspension	2	0	0	0	1	2
Disciplinary Action: Removal	0	0	0	0	3	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	2	3	2	1	0	3
Perf. Eval./ Appraisal	8	6	11	11	7	4
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	38	17	41	27	20	15
Harassment: Sexual	0	2	1	1	0	3
Medical Examination	1	0	0	0	0	0
Pay including overtime	6	2	2	1	0	0
Promotion/Non-Selection	26	14	10	8	6	8
Reassignment: Denied/Directed	1	1	0	0	2	1
Reassignment: Directed	3	0	1	1	3	3
Reasonable Accommodation Disability	11	6	10	9	7	7
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	0	1	0	0
Sex-Stereotyping	0	0	1	1	0	0
Telework	0	1	0	2	2	3
Termination	8	3	4	1	3	5
Terms/Conditions of Employment*	28	14	29	12	16	11
Time and Attendance	7	2	6	7	4	5
Training	8	2	3	2	0	1
Other Terms/Conditions of Employment*	0	0	0	0	0	0

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Average days in Investigation for all cases pending during FY	0.0	216.23	165.26	169.9	184.5	172.56
Average days in Final Action for all cases pending during FY	0.0	67.71	45.19	50.13	49.95	26.89
Average days in Investigation with Hearing	210.27	222.17	172.9	168.62	178.18	194.89
Average days in Final Action with Hearing	70.67	49.33	17.64	27.64	10.14	13.73
Average Days in Investigation without Hearing	171.06	209.1	149.47	170.83	194.27	147.44
Average Days in Final Action without Hearing	127.4	86.08	64.13	62.5	71.38	45.0

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Total Complaints Dismissed by Agency	8	10	8	9	7	1
Average Days Pending Prior to Dismissal	84	102	51	19	24	222
Total Complaints Withdrawn by Complainants	4	0	3	2	4	2

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Part 7 Finding of Discrimination by Basis

	FY 2015 Count	FY 2015 %	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count (thru 09- 30)	FY 2020 % (thru 09- 30)
Total Number Findings	0		0		0		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2015 Count	FY 2015 %	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count (thru 09- 30)	FY 2020 % (thru 09- 30)
Findings After Hearing	0		0		0		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2015 Count	FY 2015 %	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count (thru 09- 30)	FY 2020 % (thru 09- 30)
Finding Without Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

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

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Part 9 Complaints Pending from Previous FY By Status

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Total complaints from previous Fiscal Years	30	43	39	41	38	38
Total Complainants	30	39	34	30	27	28
Complaints Pending Investigation	0	1	1	3	3	2
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	25	37	38	38	34	36
Complaints Pending Final Agency Action	2	5	1	1	2	0
Complaints Pending Appeal with EEOC Office of Federal Operations	4	7	11	13	17	20

Part 10 Complaint Investigations

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	3	3	3	2