

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

APHIS (Includes Sub-Level Offices)

For 1st Quarter 2021 for period ending December 31, 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 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Number of Complaints Filed	41	60	40	34	33	11
Number of Complainants	40	53	39	34	33	11
Repeat Filers	1	5	1	0	0	0

Part 2 Complaints by Basis						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Race	21	17	14	13	14	8
Color	5	6	4	2	8	4
Religion	2	2	4	0	0	2
Reprisal	19	31	24	20	18	4
Sex	22	18	19	11	14	4
PDA	0	1	0	0	0	0
National Origin	5	9	3	4	4	4
Equal Pay Act	0	0	1	0	2	1
Age	15	21	12	11	10	3
Disability	9	18	20	17	14	4
Genetics	0	0	0	1	1	0
Non-EEO	1	4	2	2	5	1

Part 3 Complaints By Issue

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Appointment/Hire	0	1	0	2	2	0
Assignment of Duties*	4	7	6	3	2	0
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	2	1	0	0	0
Disciplinary Action: Reprimand**	0	6	2	4	3	0
Disciplinary Action: Suspension	0	0	0	1	2	0
Disciplinary Action: Removal	0	0	0	3	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	3	2	1	0	3	0
Perf. Eval./ Appraisal	6	11	11	7	4	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	17	41	27	20	15	3
Harassment: Sexual	2	1	1	0	3	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	2	1	0	0	0
Promotion/Non-Selection	14	10	8	6	8	3
Reassignment: Denied/Directed	1	0	0	2	1	0
Reassignment: Directed	0	1	1	3	3	0
Reasonable Accommodation Disability	6	10	9	7	7	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	1	0	0	0
Sex-Stereotyping	0	1	1	0	0	0
Telework	1	0	2	2	3	0
Termination	3	4	1	3	5	1
Terms/Conditions of Employment*	14	29	12	16	11	0
Time and Attendance	2	6	7	4	5	2
Training	2	3	2	0	1	1
Other Terms/Conditions of Employment*	0	0	0	0	0	5

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Average days in Investigation for all cases pending during FY	216.23	165.26	169.9	184.5	172.56	186.83
Average days in Final Action for all cases pending during FY	67.71	45.19	50.13	49.95	26.89	25.67
Average days in Investigation with Hearing	222.17	172.9	168.62	178.18	194.89	151.00
Average days in Final Action with Hearing	49.33	17.64	27.64	10.14	13.73	17.67
Average Days in Investigation without Hearing	209.1	149.47	170.83	194.27	147.44	222.67
Average Days in Final Action without Hearing	86.08	64.13	62.5	71.38	45.0	33.67

Part 5 Complaints Dismissed or Withdrawn						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Total Complaints Dismissed by Agency	10	8	9	7	1	0
Average Days Pending Prior to Dismissal	102	51	19	24	222	0.00
Total Complaints Withdrawn by Complainants	0	3	2	4	2	0

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 12-31)	FY 2021 % (thru 12-31)
Total Number Findings	0		0		0		0		1		0	
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings With Hearing	0	0	0	0	0	0	0	0	1	100	0	0

Part 7 Finding of Discrimination by Basis

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 12-31)	FY 2021 % (thru 12-31)
Total Number Findings	0		0		0		0		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	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	1	100.00	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 7 Finding of Discrimination by Basis (with Hearing)

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 12- 31)	FY 2021 % (thru 12- 31)
Findings After Hearing	0		0		0		0		1		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	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	1	100.00	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 7 Finding of Discrimination by Basis (without Hearing)

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 12- 31)	FY 2021 % (thru 12- 31)
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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Total complaints from previous Fiscal Years	43	39	41	38	38	59
Total Complainants	39	34	30	27	28	49
Complaints Pending Investigation	1	1	3	3	2	0
ROI issued, pending Complainant's action	0	0	0	0	0	4
Complaints Pending in Hearing	37	38	38	34	36	50
Complaints Pending Final Agency Action	5	1	1	2	0	4
Complaints Pending Appeal with EEOC Office of Federal Operations	7	11	13	17	20	11

Part 10 Complaint Investigations						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	2	3	3	3	2	0