

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

APHIS (Includes Sub-Level Offices)

For 4th Quarter 2023 for period ending September 30, 2023

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 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Number of Complaints Filed	40	34	33	39	29	32
Number of Complainants	39	34	33	37	29	31
Repeat Filers	1	0	0	2	0	1

Part 2 Complaints by Basis						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Race	14	13	14	22	5	7
Color	4	2	8	13	2	2
Religion	4	0	0	5	4	6
Reprisal	24	20	18	20	14	15
Sex	19	11	14	16	8	10
PDA	0	0	0	0	0	0
National Origin	3	4	4	9	1	7
Equal Pay Act	1	0	2	1	0	1
Age	12	11	10	7	5	8
Disability	20	17	14	14	18	21
Genetics	0	1	1	0	0	0
Non-EEO	2	2	5	5	5	5

Part 3 Complaints By Issue

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Appointment/Hire	0	2	2	1	0	3
Assignment of Duties*	6	3	2	0	0	0
Awards	0	1	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	1	0	0	0	0	0
Disciplinary Action: Reprimand**	2	4	3	3	0	0
Disciplinary Action: Suspension	0	1	2	0	2	2
Disciplinary Action: Removal	0	3	0	0	2	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	8
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	3	0	0	0
Perf. Eval./ Appraisal	11	7	4	2	1	3
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	27	20	15	9	14	17
Harassment: Sexual	1	0	3	1	0	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	0	0	0
Promotion/Non-Selection	8	6	8	10	2	6
Reassignment: Denied/Directed	0	2	1	0	0	1
Reassignment: Directed	1	3	3	1	0	1
Reasonable Accommodation Disability	9	7	7	3	3	8
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	2	2
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	1	0	0	0	0	0
Telework	2	2	3	0	2	1
Termination	1	3	5	4	3	1
Terms/Conditions of Employment*	12	16	11	16	0	0
Time and Attendance	7	4	5	4	1	1
Training	2	0	1	2	0	4
Other Terms/Conditions of Employment*	0	0	0	0	0	8

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Average days in Investigation for all cases pending during FY	169.9	184.5	172.56	153.59	133.58	153.29
Average days in Final Action for all cases pending during FY	50.13	49.95	26.89	50.58	25.59	84.19
Average days in Investigation with Hearing	168.62	178.18	194.89	137.5	148.5	146.92
Average days in Final Action with Hearing	27.64	10.14	13.73	20.11	9.65	99.7
Average Days in Investigation without Hearing	170.83	194.27	147.44	167.0	124.16	167.9
Average Days in Final Action without Hearing	62.5	71.38	45.0	68.87	48.36	99.0

Part 5 Complaints Dismissed or Withdrawn						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Total Complaints Dismissed by Agency	9	7	1	5	2	6
Average Days Pending Prior to Dismissal	19	24	222	36	20	39.17
Total Complaints Withdrawn by Complainants	2	4	2	1	1	2

Part 6 Total Final Agency Actions Finding Discrimination												
	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09-30)	FY 2023 % (thru 09-30)
Total Number Findings	0		0		1		0		0		3	
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	3	100
Findings With Hearing	0	0	0	0	1	100	0	0	0	0	0	0

Part 7 Finding of Discrimination by Basis

	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09- 30)	FY 2023 % (thru 09- 30)
Total Number Findings	0		0		1		0		0		3	
Race	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	33.33
Color	0	0.00	0	0.00	1	100.00	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	1	33.33
Sex	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	33.33
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	1	33.33
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	66.67
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 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09- 30)	FY 2023 % (thru 09- 30)
Findings After Hearing	0		0		1		0		0		0	
Race	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	1	100.00	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	1	100.00	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 7 Finding of Discrimination by Basis (without Hearing)

	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09- 30)	FY 2023 % (thru 09- 30)
Finding Without Hearing	0		0		0		0		0		3	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
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	1	33.33
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
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	1	33.33
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	66.67
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

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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 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Total complaints from previous Fiscal Years	41	38	38	44	28	15
Total Complainants	30	27	28	36	22	9
Complaints Pending Investigation	3	3	2	3	3	2
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	38	34	36	42	24	12
Complaints Pending Final Agency Action	1	2	0	0	4	1
Complaints Pending Appeal with EEOC Office of Federal Operations	13	17	20	24	26	23

Part 10 Complaint Investigations						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	3	3	2	4	4	3