

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

## APHIS (and below)

For 1st Quarter 2023 for period ending December 31, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	40	34	33	39	29	8
Number of Complainants	39	34	33	37	29	8
Repeat Filers	1	0	0	2	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru12-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	14	13	14	22	5	1
Color	4	2	8	13	2	0
Religion	4	0	0	5	4	3
Reprisal	24	20	18	20	14	5
Sex	19	11	14	16	8	1
PDA	0	0	0	0	0	0
National Origin	3	4	4	9	1	1
Equal Pay Act	1	0	2	1	0	1

Age	12	11	10	7	5	0
Disability	20	17	14	14	18	7
Genetics	0	1	1	0	0	0
Non-EEO	2	2	5	5	5	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 12-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	0	2	2	1	0	1
Assignment of Duties	6	3	2	0	0	1
Awards	0	1	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	0
Reprimand	2	4	3	3	0	0
Suspension	0	1	2	0	2	1
Removal	0	3	0	0	2	0
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	0	0	3	0	3	3
Other 2	0	0	0	0	0	0
Duty Hours	1	0	3	0	0	0
Perf. Eval./ Appraisal	11	7	4	2	1	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	27	20	15	9	14	2
Sexual	1	0	3	1	0	0
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	0

<b>Reassignment</b>						
Denied	0	2	1	0	0	0
Directed	1	3	3	1	0	1
Reasonable Accommodation Disability	9	7	7	3	3	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	2	4
Retirement	1	0	0	0	0	0
Sex-Stereotyping	1	0	0	0	0	0
Telework	2	2	3	0	2	0
Termination	1	3	5	4	3	0
Terms/Conditions of Employment	12	16	11	16	0	0
Time and Attendance	7	4	5	4	1	0
Training	2	0	1	2	0	0
Other Terms/Conditions of Employment	0	0	0	0	13	3
User Defined - Other 1	0	0	1	3	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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru12-31</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	169.90	184.50	172.56	153.59	133.58	148.67
Average number of days in final action	50.13	49.95	26.89	50.58	25.59	44.57
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	168.62	178.18	194.89	137.50	148.50	178.00
Average number of days in final action	27.64	10.14	13.73	20.11	9.65	50.00





