

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

APHIS (and below)

For 4th Quarter 2022 for period ending September 30, 2022

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
Number of Complaints Filed	60	40	34	33	39	29
Number of Complainants	53	39	34	33	37	29
Repeat Filers	5	1	0	0	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
	2017	2018	2019	2020	2021	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	17	14	13	14	22	5
Color	6	4	2	8	13	2
Religion	2	4	0	0	5	4
Reprisal	31	24	20	18	20	14
Sex	18	19	11	14	16	8
PDA	1	0	0	0	0	0
National Origin	9	3	4	4	9	1
Equal Pay Act	0	1	0	2	1	0

Age	21	12	11	10	7	5
Disability	18	20	17	14	14	18
Genetics	0	0	1	1	0	0
Non-EEO	4	2	2	5	5	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	1	0	2	2	1	0
Assignment of Duties	7	6	3	2	0	0
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	1	0	0	0	0
Reprimand	6	2	4	3	3	0
Suspension	0	0	1	2	0	2
Removal	0	0	3	0	0	2
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	0	0	0	3	0	3
Other 2	0	0	0	0	0	0
Duty Hours	2	1	0	3	0	0
Perf. Eval./ Appraisal	11	11	7	4	2	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	41	27	20	15	9	14
Sexual	1	1	0	3	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	0	0	0	0
Promotion/Non-Selection	10	8	6	8	10	2

Reassignment						
Denied	0	0	2	1	0	0
Directed	1	1	3	3	1	0
Reasonable Accommodation Disability	10	9	7	7	3	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	2
Retirement	0	1	0	0	0	0
Sex-Stereotyping	1	1	0	0	0	0
Telework	0	2	2	3	0	2
Termination	4	1	3	5	4	3
Terms/Conditions of Employment	29	12	16	11	16	0
Time and Attendance	6	7	4	5	4	1
Training	3	2	0	1	2	0
Other Terms/Conditions of Employment	0	0	0	0	0	13
User Defined - Other 1	0	0	0	1	3	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					2022Thru09-30
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						
Average number of days in investigation	165.26	169.90	184.50	172.56	153.59	133.58
Average number of days in final action	45.19	50.13	49.95	26.89	50.58	25.59
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	172.90	168.62	178.18	194.89	137.50	148.50
Average number of days in final action	17.64	27.64	10.14	13.73	20.11	9.65

