

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

APHIS (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	40	34	33	39	29	14
Number of Complainants	39	34	33	37	29	13
Repeat Filers	1	0	0	2	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	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	4
Color	4	2	8	13	2	1
Religion	4	0	0	5	4	5
Reprisal	24	20	18	20	14	8
Sex	19	11	14	16	8	3
PDA	0	0	0	0	0	0
National Origin	3	4	4	9	1	3

Equal Pay Act	1	0	2	1	0	1
Age	12	11	10	7	5	2
Disability	20	17	14	14	18	9
Genetics	0	1	1	0	0	0
Non-EEO	2	2	5	5	5	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Appointment/Hire	0	2	2	1	0	3
Assignment of Duties	6	3	2	0	0	3
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
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	5
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
Harassment						
Non-Sexual	27	20	15	9	14	5
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
Reassignment						
Denied	0	2	1	0	0	0
Directed	1	3	3	1	0	1
Reasonable Accommodation Disability	9	7	7	3	3	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	2	6
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	169.90	184.50	172.56	153.59	133.58	148.20

Average number of days in final action	50.13	49.95	26.89	50.58	25.59	141.47					
Complaint pending during fiscal year where hearing was requested											
Average number of days in investigation	168.62	178.18	194.89	137.50	148.50	147.12					
Average number of days in final action	27.64	10.14	13.73	20.11	9.65	216.00					
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation	170.83	194.27	147.44	167.00	124.16	149.43					
Average number of days in final action	62.50	71.38	45.00	68.87	48.36	114.36					
Complaints Dismissed by Agency	Comparative Data										
	Previous Fiscal Year Data										2023Thru03-31
	2018	2019	2020	2021	2022						
Total Complaints Dismissed by Agency	9	7	1	5	2	2					
Average days pending prior to dismissal	19	24	222	36	20	32					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	2	4	2	1	1	1					
Total Final Agency Actions Finding Discrimination	Comparative Data										
	Previous Fiscal Year Data										2023Thru03-31
	2018	2019	2020	2021	2022						
	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0	0	1	0	0	2	2	0	0		
Without Hearing	0	0	0	0	0	0	0	0	0	2	100
With Hearing	0	0	0	0	1	100	0	0	0	0	0

