

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

APHIS (and below)

For 1st Quarter 2012 for period ending December 31, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	44	55	61	45	49	10
Number of Complainants	41	52	59	45	49	10
Repeat Filers	2	3	2	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	2012Thru12-31
Race	10	12	11	8	16	2
Color	3	2	1	2	0	0
Religion	0	3	0	2	3	0
Reprisal	19	30	23	15	23	5
Sex	16	15	11	14	13	0
National Origin	5	4	6	4	4	1

Equal Pay Act	0	0	0	0	0	0
Age	11	13	10	10	10	2
Disability	9	9	11	10	11	4
Non-EEO	3	9	10	8	5	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	0	0	2	1	0	0
Assignment of Duties	8	4	1	3	5	1
Awards	0	2	1	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	4	5	6	3	1
Suspension	3	7	5	4	1	0
Removal	0	2	2	1	0	0
Other	2	0	1	0	3	0
Duty Hours	1	1	3	0	0	0
Evaluation Appraisal	1	7	4	1	4	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	19	19	22	13	24	7
Sexual	4	1	1	0	1	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	1	1	1	0	1	0
Promotion/Non-Selection	14	17	12	8	16	2
Reassignment						
Denied	0	1	1	1	2	1
Directed	2	0	1	0	3	0
Reasonable Accommodation	4	2	7	2	4	2
Reinstatement	0	1	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	4	1	5	5	1	0
Terms/Conditions of Employment	0	3	6	1	1	0
Time and Attendance	3	0	3	1	2	0
Training	1	4	4	1	5	0
Other	7	3	2	2	3	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	185.67	231.51	173.30	248.48	172.07	192.87
Average number of days in final action	807.26	734.13	503.70	156.37	154.31	120.75
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	176.33	218.18	174.86	249.52	167.81	213.50
Average number of days in final action	52.00	30.29	94.50	127.75	75.73	0

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	1	100	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2012Thru12- 31	
	2007		2008		2009		2010		2011			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0

Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	0	0
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	100	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2012Thru12-31					
	Previous Fiscal Year Data											
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	117	94	94	76	59	60						
Total Complainants	109	84	84	72	58	60						
Number complaints pending												
Investigation	5	2	2	1	0	8						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	16	16	19	20	21	34						
Final Agency Action	36	28	4	5	1	3						
Appeal with EEOC Office of Federal Operations	3	3	4	4	5	5						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2012Thru12-						

	2007	2008	2009	2010	2011	31
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	7	3	5	3