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

APHIS (and below)

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

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious :	2012Thru12-31			
	2007	2008	2009	2010	2011	20121III:u12-31
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 Pagis	Comparative Data												
Complaints by Basis	Pro	evious]	Fiscal Y	Year D	ata								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	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
Compleints by Issue			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru12- 31
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)	١	1	1		1	0	1	0
Promotion/Non-Selection	l	14	17	1	2	8	16	2
Reassignment								
Denied		0	1		1	1	2	1
Directed		2	0		1	0	3	0
Reasonable Accommodat	ion	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
			Co	mp	ara	tive l	Data	
Processing Time		Previou	s Fisca	ıl Y	ear	Data		2012Thru12-
	2007	2008	200	9	20	10	2011	31
Complaints pending during	ng fiscal y	/ear						
Average number of days in investigation	185.67	231.51	173.:	30	248	3.48	172.07	192.87
Average number of days in final action	807.26	734.13	503.	70	156	5.37	154.31	120.75
Complaint pending during	g fiscal yo	ear whe	re heari	ng	was	requ	ested	
Average number of days in investigation	176.33	218.18	174.	86	249	9.52	167.81	213.50
Average number of days in final action	52.00	30.29	94.5	50	127	7.75	75.73	0

Complaint pending during	fisc	al ye	ear w	here	hea	ring	was	not r	equ	ested		
Average number of days in investigation	192	.20	240	.97	171	.94	247	7.80	17.	5.29	185.36	
Average number of days in final action	896	.12	948	.35	606	5.00	179	9.27	23	8.50	12	20.75
						C	omp	arat	ive	Data		
Complaints Dismissed Agency	l by		P	rev	ious	Fisca	ıl Y	ear I)ata	1	20127	Thru12-
			200′	7 2	008	200	9	2010	20	011	•	31
Total Complaints Dismisso Agency	ed by	y	4		5	4		12		8		0
Average days pending price dismissal	or to		1509	9 2	232	683	3	422		88		0
Com	plai	nts V	Vith	dra	wn b	y Co	mp	laina	nts			
Total Complaints Withdrage Complainants	wn b	у	4		4	1		1		1		0
						Com	para	ative	Da	ta		
Total Final Agency			Pre	viou	s Fi	scal Y	Zear	· Dat	a		2012	Thru12-
Actions Finding Discrimination	2	2007	2	2008		2009	2	2010	2	011		31
	#	%	, #	%	, #	%	#	%	#	%	#	%
Total Number Findings	1		0		1		0		2		0	
Without Hearing	1	10	0 0	0	0	0	0	0	1	50	0	0
With Hearing	0	0	0	0	1	100	0	0	1	50	0	0
Findings of					(Comj	oara	tive	Dat	a		
Discrimination Rendered by Basis			Pre	viou	s Fis	cal Y	'ear	Dat	a		2012	Thru12-
Note: Complaints can be	20	007	20	008	2	009	20	010	2	011		31
filed alleging multiple bases.The sum of the bases may not equal total complaints and	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings	1		0		1		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	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	2	100	0	0
Sex	0	0	0	0	1	100	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	50	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 After Hearing	0		0		1		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	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	1	100	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	0	0	0	0
Disability	0	0	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 Without Hearing	1		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0

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	0	0	0				
1	100	0	0				
0	0	0	0				
0	0	0	0				
 Data	a						
Previous Fiscal Year Data							
20)11	-	31				
#	%	#	%				
2		0					
0	0	0	0				
1	50	0	0				
0	0	0	0				
0	0	0	0				
			0				
			0				
0	0	0	0				
0 0	0						
		0	0				
0	0	0	0				
0	0	0 0	0 0				
0 0 0	0 0 0	0 0 0	0 0 0				
	0 Dat 20 # 2 0 1 0	0 0 Data 2011 # % 2 0 0 1 50 0 0	0 0 0 Data 2011 # % # 2 0 0 0 0 0 1 50 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	1	100	0	0	1	50	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
Findings After Hearing	0		0		1		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	1	100	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	1	100	0	0	0	0	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	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												
Deffied	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 Fi Previous Fiscal Years by]	Prev	ious	Fisc				Data ta		 Γhru12-	
											L III U I 4 -	
			200	7 2	2008	200	09	201	0	2011	_	31
Total complaints from pre Fiscal Years			200	+	2008 94	94		201 0	0 2	2011 59		
				7			4		0 2			31
Fiscal Years	eviou	18	11′	7	94	94	4	76	0 2	59		60
Fiscal Years Total Complainants	eviou	18	11′	7	94	94	4	76	0 2	59		60
Fiscal Years Total Complainants Number complaints pend	eviou	18	11′	7	94	94	1	76 72	0 2	59		60 60
Fiscal Years Total Complainants Number complaints pend Investigation ROI issued, pending	eviou	18	11′	7	94 84 2	94	4	76 72 1	0 2	59 58 0		60 60 8
Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action	eviou	18	11′ 109 5	7	94 84 2 0	92	4	76 72 1 0	0 :	59 58 0 0		31 60 60 8 0
Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing	ding	ıs s	111 ¹ 1099 5 0 166	7	94 84 2 0	94	1	76 72 1 0 20	0 1	59 58 0 0 21		31 60 60 8 0 34
Fiscal Years Total Complainants Number complaints pending Investigation ROI issued, pending Complainant's action Hearing Final Agency Action Appeal with EEOC O	ding	e of	11° 109 5 0 166 366	7	94 84 2 0 16 28	94	9	76 72 1 0 20 5 4		59 58 0 0 21 1		31 60 60 8 0 34 3

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