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

APHIS (and below)

For 2nd Quarter 2012 for period ending March 31, 2012

	Comparative Data											
Complaint Activity	Pr	evious [2012Thru03-31									
	2007	2008	2009	2010	2011	2012111ru05-31						
Number of Complaints Filed	44	55	61	45	49	22						
Number of Complainants	41	52	59	45	49	22						
Repeat Filers	2	3	2	0	0	0						

Complaints by Pagis	Comparative Data												
Complaints by Basis	Pro	evious]	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	2012Thru03- 31							
Race	10	12	11	8	16	6							
Color	3	2	1	2	0	2							
Religion	0	3	0	2	3	0							
Reprisal	19	30	23	15	23	15							
Sex	16	15	11	14	13	4							
National Origin	5	4	6	4	4	4							

Equal Pay Act	0	0	0	0	0	0
Age	11	13	10	10	10	6
Disability	9	9	11	10	11	6
Non-EEO	3	9	10	8	5	3
			Com	parativ	e Data	
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	2012Thru03- 31
Appointment/Hire	0	0	2	1	0	1
Assignment of Duties	8	4	1	3	5	3
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	2
Duty Hours	1	1	3	0	0	0
Evaluation Appraisal	1	7	4	1	4	1
Examination/Test	0	0	0	0	0	0
Harassment			-			-
Non-Sexual	19	19	22	13	24	15
Sexual	4	1	1	0	1	0
Sexual						

Pay (Including Overtime)	ı	1	1		1	0	1	0
Promotion/Non-Selection	l	14	17	1	.2	8	16	3
Reassignment				-				
Denied		0	1		1	1	2	2
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	2
Terms/Conditions of Employment		0	3		6	1	1	0
Time and Attendance		3	0	ĺ	3	1	2	1
Training		1	4	4	4	1	5	2
Other		7	3		2	2	3	3
			Co	mp	ara	tive l	Data	
Processing Time		Previou	s Fisca	l Y	ear	Data		2012Thru03-
	2007	2008	200	9	20	10	2011	31
Complaints pending during	ng fiscal y	year						
Average number of days in investigation	185.67	231.51	173.3	30	248	8.48	172.21	195.48
Average number of days in final action	807.26	734.13	503.	70	156	5.37	154.31	294.67
Complaint pending during	g fiscal y	ear when	e heari	ng	was	requ	ested	
Average number of days in investigation	176.33	218.18	174.8	86	249	9.52	168.09	196.70
Average number of days in final action	52.00	30.29	94.5	50	127	7.75	75.73	7.00

Complaint pending during	fisc	al ye	ear v	vhe	ere i	hear	ring	was	s n	ot r	eque	ested		
Average number of days in investigation	192	.20	240	0.9′	7	171	.94	24	7.8	80	175	5.50	19	94.76
Average number of days in final action	896	.12	948.35		8.35 606		.00	17	9.2	27	238	3.50	33	30.62
							C	om	pa	rati	ive]	Data		
Complaints Dismissed Agency	by]	Pre	evio	ous l	Fisca	al Y	z e a	ar D	ata		20127	Thru03-
			200	7	20	08	200	9	20	010	20)11	•	31
Total Complaints Dismisse Agency	ed b	у	4		4	5	4		-	12		8		3
Average days pending price dismissal	or to		150)9	23	32	68	8	4	-22	8	88	ı	63
Comp	plai	nts \	Witl	hdr	raw	n b	y Co	mp	ola	ina	nts			
Total Complaints Withdraw Complainants	wn t	ру	4		4	1	1			1		1		0
						(Com	par	at	ive	Dat	a		
Total Final Agency			Pre	evio	ous	Fis	cal Y	Yea	r l	Data	a		2012	Thru03-
Actions Finding Discrimination	2	2007		200	08	2	009		20	10	20	011		31
	#	%	7	#	%	#	%	#	#	%	#	%	#	%
Total Number Findings	1		(O		1		(0		2		0	
Without Hearing	1	10	0 0	О	0	0	0	()	0	1	50	0	0
With Hearing	0	0	(О	0	1	100) ()	0	1	50	0	0
Findings of						C	Comp	par	ati	ive]	Dat	a		
Discrimination Rendered by Basis			Pre	evio	ous	Fise	cal Y	Zea:	r I	Data	a		2012	Thru03-
Note: Complaints can be	2	007	2	200	8	20	009	2	201	10	20)11		31
filed alleging multiple bases.The sum of the bases may not equal total complaints and	#	%	#	÷ 0	%	#	%	#		%	#	%	#	%

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

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
					(Comp	ara	tive	Da	ta		
Findings of		P	rev	ious	Fis	cal Y	ear	Dat	a		2012	Γhru03-
Discrimination Rendered by Issue	2	007	20	008	2	009	20	10	2	011		31
	#	%	#	%	#	%	#	%	#	%	#	%
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

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												

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