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

APHIS (and below)

For 3rd Quarter 2012 for period ending June 30, 2012

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2012Thru06-30
	2007	2008	2009	2010	2011	20121 nru00-30
Number of Complaints Filed	44	55	61	45	49	33
Number of Complainants	41	52	59	45	49	33
Repeat Filers	2	3	2	0	0	0
			C	omnar	ative Da	ata

Complaints by Pagis	Comparative Data Previous Fiscal Year Data											
Complaints by Basis	Pro	evious 1	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	2012Thru06- 30						
Race	10	12	11	8	16	8						
Color	3	2	1	2	0	2						
Religion	0	3	0	2	3	0						
Reprisal	19	30	23	15	23	21						
Sex	16	15	11	14	13	7						
National Origin	5	4	6	4	4	4						

Equal Pay Act	0	0	0	0	0	0
Age	11	13	10	10	10	8
Disability	9	9	11	10	12	11
Non-EEO	3	9	10	8	5	4
Compleints by Issue			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	2012Thru06- 30
Appointment/Hire	0	0	2	1	0	1
Assignment of Duties	8	4	1	3	5	5
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	4
Suspension	3	7	5	4	1	1
Removal	0	2	2	1	0	0
Other	2	0	1	0	3	3
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	25	21
Sexual	4	1	1	0	1	0

Pay (Including Overtime)		1	1		1	0	1	0
Promotion/Non-Selection		14	17	1	.2	8	16	5
Reassignment								-
Denied		0	1		1	1	2	2
Directed		2	0		1	0	3	1
Reasonable Accommodat	ion	4	2	,	7	2	4	5
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	2
Training		1	4	4	4	1	5	3
Other		7	3		2	2	3	4
			Co	mp	ara	tive l	Data	
Processing Time		Previou	s Fisca	ıl Y	ear	Data		2012Thru06-
	2007	2008	200	9	20	10	2011	30
Complaints pending during	ng fiscal y	year						
Average number of days in investigation	185.67	231.51	173.3	30	248	8.48	172.60	194.08
Average number of days in final action	807.26	734.13	503.	70	156	5.37	154.31	371.47
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	200.31
Average number of days in final action	52.00	30.29	94.5	50	127	7.75	75.73	31.67

Complaint pending during	fisc	al ye	ar wh	ere	hea	ring	was	s n	ot r	equ	ested		
Average number of days in investigation	192.	20	240.9	97	171	.94	24	17.8	80	170	5.39	19	0.84
Average number of days in final action	896.	12	948.3	35	606	5.00	17	9.2	27	238	8.50	45	6.42
						C	om	pa	rati	ive :	Data		
Complaints Dismissed Agency	l by		Pr	evi	ous	Fisca	al Y	Z ea	ar D	ata	l	2012T	`hru06-
8			2007	20	008	200	9	20	010	20)11	•	30
Total Complaints Dismiss Agency	ed by	y	4		5	4			12		8		3
Average days pending pridismissal	or to		1509	2	232	68	8	4	-22	8	38	(53
Com	plaiı	nts V	Vithd	rav	vn b	y Co	mp	pla	ina	nts			
Total Complaints Withdra Complainants	wn b	у	4		4	1			1		1		0
						Com	paı	rat	ive	Dat	ta		
Total Final Agency			Previ	iou	s Fis	cal Y	Yea	r l	Data	a		20127	
Actions Finding Discrimination	2	2007	20	008	2	2009		20	10	20	011	-	30
	#	%	#	%	#	%	7	#	%	#	%	#	%
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 Discrimination					(Comj	par	ati	ive]	Dat	a		
Rendered by Basis			Previ	ious	s Fis	cal Y	<i>l</i> ea	r I	Data	a		2012	Γhru06-
Note: Complaints can be	20	007	20	08	20	009	2	201	10	20	011		30
filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	!	%	#	%	#	%

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	Γhru06-
Discrimination Rendered by Issue	2	007	20	008	2	009	20	10	2	011		30
	#	%	#	%	#	%	#	%	#	%	#	%
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												

Denied	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
Designation of Communication C	11	<u>. </u>	Comparative Data Previous Fiscal Year Data 2012Thru0									
Pending Complaints Fi]	Prev	ious							
Pending Complaints Fi Previous Fiscal Years by		tus	1 200		ious 2008	Fisc	al Y		Dat		20127	Γhru06- 30
_ _	Sta	itus		7 2		Fisc	al Y	ear	Dat	ta	20127	
Previous Fiscal Years by Total complaints from pre	Sta	itus	200	7	2008	Fisca 200	al Y	ear 2010	Dat	ta 2011	20127	30
Total complaints from pre Fiscal Years	Sta eviou	ntus	200	7	2 008 94	Fisca 200	al Y	7 ear 2010 76	Dat	2011 59	20127	61
Total complaints from pre Fiscal Years Total Complainants	Sta eviou	ntus	200	7	2 008 94	Fisca 200	al Y	7 ear 2010 76	Dat	2011 59	20127	61
Total complaints from pre Fiscal Years Total Complainants Number complaints pen	Sta eviou	ntus	200 11' 109	7	94 84	94 84	209 14 14 14 14 15 16 16 16 16 16 16 16	76	Dat	2011 59 58	20127	61 61
Total complaints from pre Fiscal Years Total Complainants Number complaints pene Investigation ROI issued, pending	Sta eviou	ntus	11 ⁷ 109	7 2	94 84 2	94 84 2	14 14 14 14 15 16 16 16 16 16 16 16	7 ear 76 72	Dat	ta 2011 59 58	20127	3061612
Total complaints from pre Fiscal Years Total Complainants Number complaints pend Investigation ROI issued, pending Complainant's action	Sta eviou	ntus	11 ⁷ 109 5	7 2	94 84 2 0	94 84 2 0 0	14 4 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7 ear 76 72 1 0	Dat	ta 2011 59 58 0 0	20127	30 61 61 2 0
Total complaints from pre Fiscal Years Total Complainants Number complaints pend Investigation ROI issued, pending Complainant's action Hearing	viou	atus _	11 ² 109 5 0	7 2	94 84 2 0	94 84 200 19	al Y 14 14	7ear 2010 76 72 1 0 20	Dat	ta 2011 59 58 0 0 20	20127	30 61 61 2 0 29
Total complaints from pre Fiscal Years Total Complainants Number complaints pend Investigation ROI issued, pending Complainant's action Hearing Final Agency Action Appeal with EEOC O	viou	itus _	11 ⁷ 109 5 0 16 36	7 2	94 84 2 0 16 28	200 94 84 4 4	al Y 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7ear 2010 76 72 1 0 20 5 4	Dat 0 2	59 58 0 0 20 1	20127	30 61 61 2 0 29 4

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	2007	2008	2009	2010	2011	30
Pending Complaints Where Investigations Exceed Required Time Frames	4	3	7	3	6	7