

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

## APHIS

For 4th Quarter 2010 for period ending September 30, 2010

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	63	41	44	55	61	45
Number of Complainants	58	40	41	52	59	45
Repeat Filers	3	1	2	3	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	30
Race	23	12	10	12	11	8
Color	8	1	3	2	1	2
Religion	1	1	0	3	0	2
Reprisal	33	26	19	30	23	15
Sex	11	16	16	15	11	14
National Origin	10	6	5	4	6	4

Equal Pay Act	0	3	0	0	0	0
Age	18	11	11	13	10	10
Disability	13	6	9	9	11	10
Non-EEO	1	0	3	9	10	8
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2010Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	
Appointment/Hire	0	0	0	0	2	1
Assignment of Duties	3	3	8	4	1	3
Awards	2	1	0	2	1	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	0
Reprimand	3	0	0	4	5	6
Suspension	5	1	3	7	5	4
Removal	0	0	0	2	2	1
Other	2	1	2	0	1	0
Duty Hours	0	0	1	1	3	0
Evaluation Appraisal	0	1	1	7	4	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	26	16	19	19	22	13
Sexual	1	1	4	1	1	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	1	0	1	1	1	0
Promotion/Non-Selection	24	17	14	17	12	8
<b>Reassignment</b>						
Denied	0	1	0	1	1	1
Directed	2	0	2	0	1	0
Reasonable Accommodation	2	1	4	2	7	2
Reinstatement	0	0	0	1	0	0
Retirement	0	0	0	0	0	0
Termination	5	3	4	1	5	5
Terms/Conditions of Employment	0	0	0	3	6	1
Time and Attendance	4	6	3	0	3	1
Training	4	1	1	4	4	1
Other	8	11	7	3	2	2

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	

Complaints pending during fiscal year

Average number of days in investigation	222.67	217.18	185.67	231.51	173.30	248.48
Average number of days in final action	1,030.04	543.70	807.26	734.13	503.70	156.37

Complaint pending during fiscal year where hearing was requested

Average number of days in investigation	235.53	225.00	176.33	218.18	174.86	249.52
Average number of days in final action	118.50	12.87	52.00	30.29	94.50	127.75

Complaint pending during fiscal year where hearing was not requested

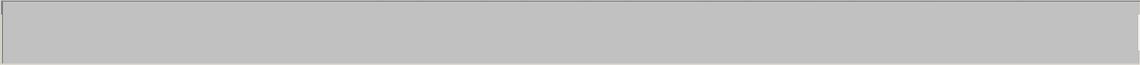
Average number of days in investigation	213.09	212.32	192.20	240.97	171.94	247.80						
Average number of days in final action	1,068.02	792.53	896.12	948.35	606.00	179.27						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2010Thru09-30</b>	
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
Total Complaints Dismissed by Agency	34	16	4	5	4						12	
Average days pending prior to dismissal	1283	917	1509	232	688						422	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	12	15	4	4	1						1	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2010Thru09-30</b>	
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0		2		1		0		1		0	
Without Hearing	0	0	0	0	1	100	0	0	0	0	0	0
With Hearing	0	0	2	100	0	0	0	0	1	100	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2010Thru09-30</b>	
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		2		1		0		1		0	



Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0
Disability	0	0	0	0	1	100	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2010Thru09-30</b>	
	<b>2005</b>		<b>2006</b>		<b>2007</b>		<b>2008</b>		<b>2009</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0		2		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	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
<b>Disciplinary Action</b>												
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	1	50	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



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	1	50	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	1	50	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	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





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	1	100	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2010Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
Total complaints from previous Fiscal Years	189	155	117	94	94	76						
Total Complainants	161	139	109	84	84	72						
<b>Number complaints pending</b>												
Investigation	0	4	5	2	2	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	34	26	16	16	19	20						
Final Agency Action	55	45	36	28	4	5						
Appeal with EEOC Office of Federal Operations	0	2	3	3	4	4						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2010Thru09-30</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	8	4	4	3	7	3						