

EQUAL OPPORTUNITY DATA REQUIRED TO BE POSTED BY THE NO FEAR ACT
Equal Employment Opportunity Formal Discrimination Complaints
U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 2004)

Reporting Period Beginning: 10/1/03

and Ending: 09/30/04 Cumulative

Posting Date: 10/31/04

Agency: APHIS

1. The number of complaints filed: 86		2. Number of Filers (The number of individuals filing those complaints): 73		3. Number of Repeat Filers (The number of individuals who filed 2 or more complaints): 7	
4. Number of BASES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various bases of alleged discrimination.)					
BASIS		Number	BASIS		Number
a. RACE	Black	17	e. NATIONAL ORIGIN	Hispanic	3
	White	4		Other	8
	American Indian & Alaskan Native	2	f. DISABILITY	Physical	13
	Asian & Pacific Islander	7		Mental	2
	Other	4		Both	
b. COLOR		3	g. AGE		22
c. RELIGION		9	h. RETALIATION		39
d. SEX (including Equal Pay Act)	Male	17	i. NON-EEOC REPORTABLE BASES		
	Female	17			
Total					167
5. Number of ISSUES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various issues of alleged discrimination.)					
ISSUES		Number	ISSUES		Number
a. APPOINTMENT/HIRE			j. TRAINING		3
b. ASSIGNMENT OF DUTIES		6	k. TIME & ATTENDANCE		4
c. AWARDS		1	l. TERMINATION		7
d. CONVERSION TO FULL-TIME			m. MEDICAL EXAMINATION		
e. DISCIPLINARY ACTION		15	n. PAY, INCLUDING OVERTIME		
Demotion			o. PROMOTION/NON-SELECTION		33
Reprimand		(2)	p. HARASSMENT		23
Suspension		(7)	Sexual		(2)
Removal			Non-Sexual		(21)
Miscellaneous		(6)	q. REINSTATEMENT		
f. DUTY HOURS			r. RETIREMENT		
g. EVALUATION/APPRAISAL		5	s. TERMS/CONDITIONS OF EMPLOYMENT		8
h. EXAMINATION/TEST			t. REASONABLE ACCOMODATION		3
i. REASSIGNMENT		6	u. OTHER		
Total					114
6. Average Length of Time to Complete Each Stage of the Complaint Process:			Average Number of Processing Days	Number of Complaints	
a. INVESTIGATION			261	118	
Investigation (Agency)			(125)	(97)	
b. FINAL AGENCY ACTION (Decision) -WITH EEOC HEARING (EEOC)			807	22	
c. FINAL AGENCY ACTION (Decision) -WITHOUT EEOC HEARING (CR)			966	54	
d. DISMISSALS			419	20	
e. SETTLEMENT AGREEMENTS			605	35	
f. WITHDRAWALS			500	7	

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7. Final Agency Actions (Decisions) Involving a Finding of Discrimination.			Number of Complaints with a Finding of Discrimination		Percent of Complaints with a Finding of Discrimination		
a. Without an EEOC Administrative Hearing							
b. With an EEOC Administrative Hearing							
Totals			<i>0</i>				
8. Final Agency Actions With a Finding of Discrimination by Basis.		Number of Bases with an EEOC Hearing	Percent of Bases with an EEOC Hearing	Number of Bases without an EEOC Hearing	Percent of Bases without an EEOC Hearing	Total Number of Bases	Total Percent of Bases
Race	Black						
	White						
	American Indian & Alaskan Native						
	Asian & Pacific Islander						
	Unidentified						
Color							
Religion							
Sex (Including Equal Pay Act)	Male						
	Female						
National Origin	Hispanic						
	Other						
Age							
Disability	Physical						
	Mental						
	Both						
Retaliation							
Non-EEOC Reportable Complaints							
Total		<i>0</i>		<i>0</i>		<i>0</i>	
9. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.)							
		(1 + 2) Total number of pending complaints	(1) Total number of complaints filed in the current fiscal year	(2) Total number of complaints first filed before the start of the current fiscal year	Number of individuals who filed complaints in prior fiscal years		
a. Acceptance/Dismissal		13	11	2	2		
b. Investigation		16	14	2	2		
c. Hearing		109	23	86	60		
d. Final Agency Action		54	25	29	23		
e. Appeal		14		14	11		
f. Totals		206	73	133	98		
g. Number of complaints in abeyance pending resolution of class complaints: 1							
10. Final Agency Actions with a Finding of Discrimination by Issues.		Number of Issues With an EEOC Hearing	Percent of Issues With an EEOC Hearing	Number of Issues Without an EEOC Hearing	Percent of Issues Without an EEOC Hearing		
Appointment/Hire							
Assignment of Duties							

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Awards					
Conversion to Full-Time					
Disciplinary Action	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Miscellaneous				
Duty Hours					
Evaluation Appraisal					
Examination/Test					
Harassment	Sexual				
	Non-sexual				
Medical Examination					
Pay, Including Overtime					
Promotion/Non-Selection					
Reassignment	Denied				
	Directed				
Reasonable Accommodation					
Reinstatement					
Retirement					
Terms/Conditions of Employment					
Termination					
Training					
Time & Attendance					
Other					
Totals		<i>0</i>		<i>0</i>	

11. The total number of complaints pending for any length of time in which the agency has not completed its investigation within the time required by 1614.106(e)(2).

a. Pending complaints received during the current fiscal year: **16**

b. Pending complaints received prior to the current fiscal year: **10**