

**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 2005)**  
Reporting Period Beginning: **10/1/04** and Ending: **09/30/05 Cumulative** Posting Date **10/31/05**  
Agency: **Animal and Plant Health Inspection Service (APHIS)**

**1. The number of complaints filed: 63**      **2. Number of Filers** (The number of individuals filing those complaints): **58**      **3. Number of Repeat Filers** (The number of individuals who filed 2 or more complaints): **4**

**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	14	e. NATIONAL ORIGIN	Hispanic	
	White	4		Other	4
	American Indian & Alaskan Native		f. DISABILITY	Physical	10
	Asian & Pacific Islander			Mental	2
	Other	4		Both	1
b. COLOR		6	g. AGE		19
c. RELIGION		1	h. RETALIATION		39
d. SEX (including Equal Pay Act)	Male	8	i. NON-EEOC REPORTABLE BASES		3
	Female	1			
<b>Total</b>					<b>116</b>

**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		4
b. ASSIGNMENT OF DUTIES		2	k. TIME & ATTENDANCE		3
c. AWARDS		1	l. TERMINATION		7
d. CONVERSION TO FULL-TIME			m. MEDICAL EXAMINATION		
e. DISCIPLINARY ACTION		10	n. PAY, INCLUDING OVERTIME		1
Demotion			o. PROMOTION/NON-SELECTION		25
Reprimand		(2)	p. HARASSMENT		31
Suspension		(5)	Sexual		
Removal		(1)	Non-Sexual		(31)
Miscellaneous		(2)	q. REINSTATEMENT		
f. DUTY HOURS			r. RETIREMENT		1
g. EVALUATION/APPRaisal			s. TERMS/CONDITIONS OF EMPLOYMENT		7
h. EXAMINATION/TEST			t. REASONABLE ACCOMODATION		4
i. REASSIGNMENT		1	u. OTHER		1
<b>Total</b>					<b>98</b>

**6. Average Length of Time to Complete Each Stage of the Complaint Process:**

	Average Number of Processing Days	Number of Complaints
a. INVESTIGATION		
Investigation (Agency)	74	54
b. FINAL AGENCY ACTION (Decision) -WITH EEOC HEARING (EEOC)	1315	35
c. FINAL AGENCY ACTION (Decision) -WITHOUT EEOC HEARING (CR)	644	13
d. DISMISSALS	597	13
e. SETTLEMENT AGREEMENTS	513	36
f. WITHDRAWALS	547	10

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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							
<b>Totals</b>			<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
<b>Race</b>	Black						
	White						
	American Indian & Alaskan Native						
	Asian & Pacific Islander						
	Unidentified						
<b>Color</b>							
<b>Religion</b>							
<b>Sex (Including Equal Pay Act)</b>	Male						
	Female						
<b>National Origin</b>	Hispanic						
	Other						
<b>Age</b>							
<b>Disability</b>	Physical						
	Mental						
	Both						
<b>Retaliation</b>							
<b>Non-EEOC Reportable Complaints</b>							
<b>Total</b>		<i>0</i>		<i>0</i>		<i>0</i>	
<b>9. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years</b> (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		18	17	1	1		
b. Investigation		12	12				
c. Hearing		58	11	47	35		
d. Final Agency Action		62	14	48	40		
e. Appeal							
<b>f. Totals</b>		<b>150</b>	<b>54</b>	<b>96</b>	<b>76</b>		
g. Number of complaints in abeyance pending resolution of class complaints:							
<b>10. Final Agency Actions with a Finding of Discrimination by Issues.</b>		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		
<b>Appointment/Hire</b>							
<b>Assignment of Duties</b>							

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

**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:

b. Pending complaints received prior to the current fiscal year: 9