

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act of 2002 Title III:

Agency/Sub-element: APHIS

Date as of 09/30/2006 – End of 4th Quarter FY 2006

## Complaint Activity

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Activity	2006end of4 <sup>th</sup> QTR	2005	2004	2003	2002	2001
Number of Complaints Filed in FY 1614.704(a)	41	67				
Number of Complainants 1614.704(b)	40	60				
Repeat Filers 1614.704(c)	1	3				

## Complaints by Issue

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Issue	2006end of4 <sup>th</sup> QTR	2005	2004	2003	2002	2001
	Appointment/Hire	0	0			
Assignment of Duties	3	3				
Awards	1	2				
Conversion to Full-	0	0				

time						
<b>Disciplinary Action</b>						
Demotion	0	1				
Reprimand	0	3				
Suspension	1	5				
Removal	0	0				
Other	1	2				
Duty Hours	0	0				
Evaluation Appraisal	1	0				
Examination/Test	0	0				
<b>Harassment</b>						
Non-Sexual	16	27				
Sexual	1	1				
Medical Examination	0	0				
Pay (Including Overtime)	0	1				
Promotion/Non-Selection	17	24				
<b>Reassignment</b>						
Denied	1	0				
Directed	0	2				
Reasonable Accommodation	1	2				
Reinstatement	0	0				
Retirement	0	0				
Termination	3	5				
Terms/Conditions of Employment	0	0				

Time and Attendance	6	4				
Training	1	4				
Other	10	9				

Complaints by Basis

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Basis	2006end of 4 <sup>th</sup> QTR	2005	2004	2003	2002	2001
Color	1	8				
Religion	1	1				
National Origin	5	11				
Sex (including complaints filed under Equal Pay Act)	17	11				
Disability	6	13				
Age	11	18				
Reprisal	26	34				
Other (Non-EEO)	2	23				

Complaints Pending from Previous Fiscal Years by Status

29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Pending Status	2006end of 4 <sup>th</sup> QTR	2005	2004	2003	2002	2001
Total Complainants 704(k)(2)	79	93				

<b>Number complaints pending [as of 9/30]: 704(k)(3)</b>						
Investigation	14	18				
ROI issued, pending Complainant's action	4	28				
Hearing	38	65				
Final Agency Action	58	68				
Appeal with EEOC Office of Federal Operations	0	0				

Processing Time (Average Days)

<b>29 CFR §1614.704(f)</b>			
<b>Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is accomplished during any time of the then fiscal year..."</b>		<b>2006end of 4<sup>th</sup>QTR</b>	
		<b>Number</b>	<b>Average Days</b>
All complaints in Investigative Stage	1614.704(f)(1)	43	215.4
All complaints in Final Agency Action Stage		30	391.43
All complaints in which Hearing was not requested	1614.704(f)(2)	43	381.09
Time in Investigation Stage		23	222.39
Time to issue Final Agency Action		20	563.6
All complaints in which a Hearing was requested	1614.704(f)(3)	30	153.93
Time in Investigation Stage		20	207.35
Time to issue Final Agency Action		10	47.1

Complaints Dismissed by Agency

<b>29 CFR §1614.704(g)</b>	<b>29 CFR §1614.705 Comparative Data Previous Fiscal Year Data</b>
<b>Complaints</b>	







Reasonable Accommodation	0	0	0	0									
Reinstatement	0	0	0	0									
Retirement	0	0	0	0									
Termination	0	0	0	0									
Terms/Conditions of Employment	0	0	0	0									
Time and Attendance	0	0	0	0									
Training	0	0	0	0									
Other - User Defined	0	0	0	0									

Complaint Investigations

<b>29 CFR §1614.704(l)</b>		<b>29 CFR §1614.705 Comparative Data</b>					<b>Previous Fiscal Year Data</b>	
<b>Investigations</b>								
	<b>2006end of 4<sup>th</sup>QTR</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>		
Number Pending Completion of Investigation	17	23						
Pending Investigations Over Required Time Frames	10	9						