

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

APHIS

For 4th Quarter 2007 for period ending September 30, 2007

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Number of Complaints Filed				63	42	50
Number of Complainants				58	41	47
Repeat Filers				3	1	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.						
Race				23	13	12
Color				8	1	4
Religion				1	1	0
Reprisal				33	26	21
Sex				11	16	16
National Origin				10	6	5
Equal Pay Act				0	3	0
Age				18	11	13
Disability				13	6	9
Non-EEO				1	0	3

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	
Appointment/Hire				0	0	0
Assignment of Duties				3	3	10
Awards				2	1	0
Conversion to Full-time				0	0	0
Disciplinary Action						
Demotion				1	0	0
Reprimand				3	0	0
Suspension				5	1	3
Removal				0	0	0
Other				2	1	2
Duty Hours				0	0	1
Evaluation Appraisal				0	1	2
Examination/Test				0	0	0
Harassment						
Non-Sexual				26	17	19
Sexual				1	1	4
Medical Examination				0	0	0
Pay (Including Overtime)				1	0	1
Promotion/Non-Selection				24	17	17
Reassignment						
Denied				0	1	0
Directed				2	0	2
Reasonable Accommodation				2	1	4

Reinstatement				0	0	0
Retirement				0	0	0
Termination				5	3	4
Terms/Conditions of Employment				0	0	1
Time and Attendance				4	6	3
Training				4	1	2
Other				8	11	7
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Complaints pending during fiscal year						
Average number of days in investigation				217.37	217.62	194.95
Average number of days in final action				649.86	481.70	797.32
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation				235.00	242.80	128.00
Average number of days in final action				119.00	13.47	52.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation				214.09	214.22	196.71
Average number of days in final action				671.98	701.19	885.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	

Total Complaints Dismissed by Agency					34	16	5					
Average days pending prior to dismissal					1284	918	1332					
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants					12	15	4					
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-30	
	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings						0		2		1		
Without Hearing						0	0	0	0	1	100	
With Hearing						0	0	2	100	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-30	
	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%	#	%
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.												
Total Number Findings						0		2		1		
Race						0	0	0	0	0	0	
Color						0	0	0	0	0	0	
Religion						0	0	0	0	0	0	
Reprisal						0	0	1	50	0	0	
Sex						0	0	2	100	0	0	
National Origin						0	0	0	0	0	0	
Equal Pay Act						0	0	0	0	0	0	
Age						0	0	0	0	0	0	

Disability						0	0	0	0	1	100
Non-EEO						0	0	0	0	0	0
Findings After Hearing						0		2		0	
Race						0	0	0	0	0	0
Color						0	0	0	0	0	0
Religion						0	0	0	0	0	0
Reprisal						0	0	1	50	0	0
Sex						0	0	2	100	0	0
National Origin						0	0	0	0	0	0
Equal Pay Act						0	0	0	0	0	0
Age						0	0	0	0	0	0
Disability						0	0	0	0	0	0
Non-EEO						0	0	0	0	0	0
Findings Without Hearing						0		0		1	
Race						0	0	0	0	0	0
Color						0	0	0	0	0	0
Religion						0	0	0	0	0	0
Reprisal						0	0	0	0	0	0
Sex						0	0	0	0	0	0
National Origin						0	0	0	0	0	0
Equal Pay Act						0	0	0	0	0	0
Age						0	0	0	0	0	0
Disability						0	0	0	0	1	100
Non-EEO						0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data										
	Previous Fiscal Year Data									2007Thru09-	

	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							0		2		1	
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							0	0	0	0	0	0
Awards							0	0	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	0	0
Removal							0	0	0	0	0	0
Other							0	0	1	50	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							0	0	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							0	0	0	0	0	0
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	0	0	0	0
Promotion/Non-Selection							0	0	1	50	0	0
Reassignment												
Denied							0	0	0	0	0	0
Directed							0	0	0	0	0	0
Reasonable Accommodation							0	0	0	0	0	0
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0

Termination							0	0	0	0	0	0
Terms/Conditions of Employment							0	0	0	0	0	0
Time and Attendance							0	0	0	0	1	100
Training							0	0	0	0	0	0
Other - User Defined							0	0	0	0	0	0
Findings After Hearing							0		2		0	
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							0	0	0	0	0	0
Awards							0	0	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	0	0
Removal							0	0	0	0	0	0
Other							0	0	1	50	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							0	0	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							0	0	0	0	0	0
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	0	0	0	0
Promotion/Non-Selection							0	0	1	50	0	0
Reassignment												
Denied							0	0	0	0	0	0

Directed							0	0	0	0	0	0
Reasonable Accommodation							0	0	0	0	0	0
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0
Termination							0	0	0	0	0	0
Terms/Conditions of Employment							0	0	0	0	0	0
Time and Attendance							0	0	0	0	0	0
Training							0	0	0	0	0	0
Other - User Defined							0	0	0	0	0	0
Findings Without Hearing							0		0		1	
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							0	0	0	0	0	0
Awards							0	0	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	0	0
Removal							0	0	0	0	0	0
Other							0	0	0	0	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							0	0	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							0	0	0	0	0	0
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0

Pay (Including Overtime)						0	0	0	0	0	0
Promotion/Non-Selection						0	0	0	0	0	0
Reassignment											
Denied						0	0	0	0	0	0
Directed						0	0	0	0	0	0
Reasonable Accommodation						0	0	0	0	0	0
Reinstatement						0	0	0	0	0	0
Retirement						0	0	0	0	0	0
Termination						0	0	0	0	0	0
Terms/Conditions of Employment						0	0	0	0	0	0
Time and Attendance						0	0	0	0	1	100
Training						0	0	0	0	0	0
Other - User Defined						0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Total complaints from previous Fiscal Years				189	155	119
Total Complainants				91	75	59
Number complaints pending						
Investigation				0	5	7
ROI issued, pending Complainant's action				0	0	0
Hearing				34	28	23
Final Agency Action				59	47	33
Appeal with EEOC Office of Federal Operations				0	2	3

Complaint Investigations	Comparative Data					
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	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Pending Complaints Where Investigations Exceed Required Time Frames				8	7	9