

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

APHIS

For 3rd Quarter 2008 for period ending June 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed			63	42	48	46
Number of Complainants			58	41	45	43
Repeat Filers			3	1	2	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Race			23	13	12	11
Color			8	1	4	1
Religion			1	1	0	3
Reprisal			33	26	21	24
Sex			11	16	17	14

National Origin			10	6	5	4
Equal Pay Act			0	3	0	0
Age			18	11	13	13
Disability			13	6	9	8
Non-EEO			1	0	3	8
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Appointment/Hire			0	0	0	0
Assignment of Duties			3	3	9	5
Awards			2	1	0	2
Conversion to Full-time			0	0	0	0
Disciplinary Action						
Demotion			1	0	0	0
Reprimand			3	0	0	3
Suspension			5	1	3	3
Removal			0	0	0	2
Other			2	1	2	0
Duty Hours			0	0	1	1
Evaluation Appraisal			0	1	2	6
Examination/Test			0	0	0	0
Harassment						
Non-Sexual			26	17	20	15
Sexual			1	1	4	1

Medical Examination			0	0	0	0
Pay (Including Overtime)			1	0	1	0
Promotion/Non-Selection			24	17	16	15
Reassignment						
Denied			0	1	0	1
Directed			2	0	2	0
Reasonable Accommodation			2	1	4	2
Reinstatement			0	0	0	1
Retirement			0	0	0	0
Termination			5	3	4	1
Terms/Conditions of Employment			0	0	1	3
Time and Attendance			4	6	3	0
Training			4	1	2	3
Other			8	11	7	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation			221.67	212.25	194.30	217.57
Average number of days in final action			649.86	481.70	797.32	674.67
Complaint pending during fiscal year where hearing was						

requested												
Average number of days in investigation			231.84	208.95	186.15	196.25						
Average number of days in final action			119.00	13.47	52.00	52.83						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation			214.09	214.22	198.83	227.91						
Average number of days in final action			671.98	701.19	885.00	985.58						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
	2003	2004	2005	2006	2007							
Total Complaints Dismissed by Agency			34	16	5	4						
Average days pending prior to dismissal			1284	918	1332	248						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants			12	15	4	3						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
	2003	2004	2005	2006	2007							
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings					0		2		1		0	
Without Hearing					0	0	0	0	1	100	0	0
With Hearing					0	0	2	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					0		2		1		0	
Race					0	0	0	0	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					0	0	1	50	0	0	0	0
Sex					0	0	2	100	0	0	0	0
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	0	0	0	0	0	0
Disability					0	0	0	0	1	100	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings After Hearing					0		2		0		0	

Race					0	0	0	0	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					0	0	1	50	0	0	0	0
Sex					0	0	2	100	0	0	0	0
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	0	0	0	0	0	0
Disability					0	0	0	0	0	0	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings Without Hearing					0		0		1		0	
Race					0	0	0	0	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					0	0	0	0	0	0	0	0
Sex					0	0	0	0	0	0	0	0
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	0	0	0	0	0	0
Disability					0	0	0	0	1	100	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2008Thru06-	

	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					0		2		1		0	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	1	50	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	0	0	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	1	50	0	0	0	0

Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	0	0	1	100	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					0	0	0	0	0	0	0	0
Findings After Hearing					0		2		0		0	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	0	0	0	0
Awards					0	0	0	0	0	0	0	0
Conversion to Full-time					0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion					0	0	0	0	0	0	0	0
Reprimand					0	0	0	0	0	0	0	0
Suspension					0	0	0	0	0	0	0	0
Removal					0	0	0	0	0	0	0	0

Other					0	0	1	50	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	0	0	0	0
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	0	0	0	0	0	0
Promotion/Non-Selection					0	0	1	50	0	0	0	0
Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	0	0	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					0	0	0	0	0	0	0	0

Findings Without Hearing				0	0	0	1	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	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	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	0	0	1	100	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2008Thru06-30						
	2003	2004	2005	2006	2007							
Total complaints from previous Fiscal Years			189	155	119	99						
Total Complainants			161	139	111	89						
Number complaints pending												
Investigation			0	5	7	9						
ROI issued, pending Complainant's action			0	0	0	1						
Hearing			0	5	7	9						
Final Agency Action			59	47	33	39						
Appeal with EEOC Office of Federal Operations			0	2	3	3						
Complaint	Comparative Data											

	Previous Fiscal Year Data					2008Thru06-30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames			8	7	8	10