

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 1999)
Reporting Period Beginning: **10/1/98** and Ending: **9/30/99** Posting Date: **4/30/04**
Agency: **Animal and Plant Health Inspection Service (APHIS)**

1. The number of complaints filed: 74		2. Number of Filers (The number of individuals filing those complaints): 70		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	15	e. NATIONAL ORIGIN	Hispanic	3
	White	10		Other	3
	American Indian & Alaskan Native		f. DISABILITY	Physical	9
	Asian & Pacific Islander			Mental	
	Other	1		Both	
b. COLOR		4	g. AGE		15
c. RELIGION		1	h. RETALIATION		29
d. SEX (including Equal Pay Act)	Male	6	i. NON-EEOC REPORTABLE BASES		4
	Female	17			
Total					117
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		2
b. ASSIGNMENT OF DUTIES		4	k. TIME & ATTENDANCE		
c. AWARDS			l. TERMINATION		1
d. CONVERSION TO FULL-TIME			m. MEDICAL EXAMINATION		
e. DISCIPLINARY ACTION		3	n. PAY, INCLUDING OVERTIME		
Demotion			o. PROMOTION/NON-SELECTION		17
Reprimand		(1)	p. HARASSMENT		11
Suspension		(1)	Sexual		
Removal			Non-Sexual		(11)
Miscellaneous		(1)	q. REINSTATEMENT		
f. DUTY HOURS			r. RETIREMENT		
g. EVALUATION/APPRaisal		8	s. TERMS/CONDITIONS OF EMPLOYMENT		13
h. EXAMINATION/TEST			t. REASONABLE ACCOMODATION		
i. REASSIGNMENT		4	u. OTHER		11
Total					74
6. Average Length of Time to Complete Each Stage of the Complaint Process:			Number of Complaints	Number of Processing Days	Average Number of Processing Days
a. INVESTIGATION			33	11962	362
b. FINAL AGENCY ACTION-WITH EEOC HEARING					
c. FINAL AGENCY ACTION-WITHOUT EEOC HEARING			24	23049	960
d. DISMISSALS			11	6102	555
e. SETTLEMENT AGREEMENTS			36	17640	490
f. WITHDRAWALS			12	9210	768
7. Final Agency Actions 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			3	100%	
b. With an EEOC Administrative Hearing					
Totals			3	100%	

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8. Final Agency Actions With a Finding of Discrimination by Basis.		Number of Complaints with an EEOC Hearing	Percent of Bases with an EEOC Hearing	Number of Complaints without an EEOC Hearing	Percent of Bases without an EEOC Hearing	Total Number of Complaints	Total Percent of Bases
Race	Black			1	25%	1	25%
	White						
	American Indian & Alaskan Native						
	Asian & Pacific Islander						
	Unidentified						
Color							
Religion							
Sex (Including Equal Pay Act)	Male			1	25%	1	25%
	Female			1	25%	1	25%
National Origin	Hispanic			1	25%	1	25%
	Other						
Age							
Disability	Physical						
	Mental						
	Both						
Retaliation							
Non-EEOC Reportable Complaints							
Total		0		4	100%	4	100%

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	55		55	
b. Investigation	27		27	
c. Hearing	110	5	105	
d. Final Agency Action	36	4	32	
e. Appeal				
f. Totals	228	9	219	
g. Number of complaints in abeyance pending resolution of class complaints: 8				

10. Final Agency Actions with a Finding of Discrimination by Issues.	Number of Complaints With an EEOC Hearing	Percent of Complaints With an EEOC Hearing	Number of Complaints Without an EEOC Hearing	Percent of Complaints Without an EEOC Hearing
Appointment/Hire				
Assignment of Duties				
Awards			1	33%
Conversion to Full-Time				

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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				1	33%
Training					
Time & Attendance					
Other				1	34%
Totals		<i>0</i>		3	100%
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: 11					
b. Pending complaints received prior to the current fiscal year: 25					