

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

FSIS (and below)

For 2nd Quarter 2017 for period ending March 31, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	68	46	60	62	68	30
Number of Complainants	66	43	56	61	67	30
Repeat Filers	2	2	4	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Race	31	23	33	27	28	13
Color	14	14	20	15	4	5
Religion	5	3	4	6	4	4
Reprisal	29	30	34	34	33	16
Sex	27	19	33	20	28	10
PDA	0	0	2	0	0	0

National Origin	13	5	11	12	4	5
Equal Pay Act	1	2	1	0	1	0
Age	28	17	26	24	24	7
Disability	20	23	18	19	23	9
Genetics	0	1	0	0	0	0
Non-EEO	7	5	11	10	8	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	2	1	3	4	1	0
Assignment of Duties	6	6	12	10	6	2
Awards	2	2	2	1	2	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	2	2	6	6	5	0
Suspension	4	4	5	11	9	4
Removal	2	1	2	2	1	5
Other	0	0	0	0	0	0
Duty Hours	1	0	5	3	4	1
Perf. Eval./ Appraisal	5	9	11	9	9	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	36	33	33	37	35	21

Sexual	2	1	0	3	5	2
Medical Examination	1	0	2	2	0	1
Pay including overtime	1	6	6	3	5	1
Promotion/Non-Selection	18	3	13	16	18	4
Reassignment						
Denied	0	1	0	1	1	3
Directed	8	4	10	9	1	1
Reasonable Accommodation Disability	4	6	6	10	5	2
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	2
Retirement	1	0	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	3	0
Termination	10	4	3	9	4	3
Terms/Conditions of Employment	12	14	18	16	10	4
Time and Attendance	7	4	8	13	5	3
Training	8	2	5	1	3	3
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	247.50	228.53	199.21	200.44	221.95	186.29
Average number of days in final action	114.18	183.04	275.06	95.67	59.27	144.36
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	227.02	206.39	203.73	178.12	208.60	199.55
Average number of days in final action	114.43	299.75	339.00	120.18	61.92	52.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	280.11	250.67	193.35	227.54	240.50	171.70
Average number of days in final action	113.93	133.89	135.19	81.47	57.24	197.14
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	11	11	6	8	7	4
Average days pending prior to dismissal	492	114	77	92	80	54
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	3	6	5	6	3

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017Thru03-31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		0		1		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	0	0	0	0	1	100	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2017Thru03-31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
Total Number Findings	3		3		5		1		0		0	
Race	1	33	0	0	0	0	0	0	0	0	0	0
Color	1	33	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	33	1	33	0	0	1	100	0	0	0	0
Sex	1	33	1	33	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	0	0	0	0	0	0
Disability	1	33	1	33	4	80	1	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	33	1	33	1	20	0	0	0	0	0	0

Non-EEO	0	0	1	33	1	20	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru03- 31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		3		5		1		0		0	
Appointment/Hire	0	0	1	33	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	2	67	1	20	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	1	33	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	50	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		3		5		0		0		0	
Appointment/Hire	0	0	1	33	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years	55	62	37	41	28	50
Total Complainants	54	60	35	40	27	47
Number complaints pending						
Investigation	2	1	2	0	0	0
ROI issued, pending Complainant's action	0	0	0	1	1	3
Hearing	32	36	32	36	23	42
Final Agency Action	16	24	2	5	4	4
Appeal with EEOC Office of Federal Operations	1	3	9	19	39	44
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2017Thru03-31
	2012	2013	2014	2015	2016	
Pending Complaints Where Investigations Exceed Required Time Frames	5	8	1	0	0	0