

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

FSIS (and below)

For 1st Quarter FY 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					FY 2021 Thru Dec 31, 2020
	2016	2017	2018	2019	2020	
Number of Complaints Filed	68	58	54	58	55	11
Number of Complainants	67	58	54	56	53	11
Repeat Filers	1	0	0	2	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					FY 2021 Thru Dec 31, 2020
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Race	28	31	23	23	21	2
Color	4	12	11	12	8	2
Religion	4	8	3	8	3	0
Reprisal	33	32	29	41	26	3
Sex	28	20	17	24	20	2
PDA	0	0	1	1	0	0
National Origin	4	10	7	12	11	3
Equal Pay Act	1	1	0	2	0	0
Age	24	20	19	18	17	3

Disability	23	21	21	23	17	7
Genetics	0	0	0	0	0	0
Non-EEO	8	7	0	5	5	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					FY 2021 Thru Dec 31, 2020
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	1	0	0	0	1	0
Assignment of Duties	6	4	2	4	6	0
Awards	2	0	1	2	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	5	7	1	5	6	0
Suspension	9	8	4	8	6	3
Removal	1	8	1	5	5	1
Other	0	0	0	0	2	0
Duty Hours	4	2	0	0	1	0
Perf. Eval./ Appraisal	9	5	10	5	5	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	35	40	35	38	35	6
Sexual	5	4	3	1	3	0
Medical Examination	0	1	0	1	0	0
Pay including overtime	5	3	0	1	0	0
Promotion/Non-Selection	18	11	6	13	7	3
Reassignment						
Denied	1	4	1	0	1	0
Directed	1	2	6	7	3	0

Reasonable Accommodation Disability	5	5	10	11	5	5
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	2	1	0	0	0
Retirement	1	0	1	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	4	2	3	2	1
Termination	4	5	7	4	3	0
Terms/Conditions of Employment	10	13	6	17	8	0
Time and Attendance	5	8	11	17	9	1
Training	3	4	2	1	1	0
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					FY 2021 Thru Dec 31, 2020
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	221.95	151.73	170.53	199.08	209.91	138.60
Average number of days in final action	59.27	77.59	41.76	41.21	30.73	36.75
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	208.60	161.00	181.53	208.90	215.32	155.00
Average number of days in final action	61.92	49.77	25.00	30.13	24.81	4.17
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	240.50	137.82	151.55	185.52	191.74	134.50

Average number of days in final action	57.24	100.19	51.19	54.00	37.10	69.33		
Complaints Dismissed by Agency	Comparative Data							
	Previous Fiscal Year Data					FY 2021 Thru Dec 31, 2020		
	2016	2017	2018	2019	2020			
Total Complaints Dismissed by Agency	7	9	9	5	14	1		
Average days pending prior to dismissal	80	99	15	15	24	21		
Complaints Withdrawn by Complainants								
Total Complaints Withdrawn by Complainants	6	4	3	6	4	4		
Total Final Agency Actions Finding Discrimination	Comparative Data							
	Previous Fiscal Year Data					FY 2021 Thru Dec 31, 2020		
	2016	2017	2018	2019	2020			
	#	%	#	%	#	%	#	%
Total Number Findings	0	1	0	0	0	0	0	
Without Hearing	0	0	0	0	0	0	0	
With Hearing	0	1	100	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data							
	Previous Fiscal Year Data					FY 2021 Thru Dec 31, 2020		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2016	2017	2018	2019	2020			
	#	%	#	%	#	%	#	%
Total Number Findings	0	1	0	0	0	0	0	
Race	0	1	100	0	0	0	0	
Color	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										FY 2021 Thru Dec 31, 2020	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	100	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	0	0	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 After Hearing	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	100	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	0	0	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	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	0	0	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						FY 2021 Thru Dec 31, 2020					
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	28	30	39	48	39	50						
Total Complainants	27	29	38	43	35	46						
Number complaints pending												
Investigation	0	0	0	1	1	5						
ROI issued, pending Complainant's action	1	0	0	0	0	2						
Hearing	23	30	36	40	35	38						
Final Agency Action	4	0	3	6	4	6						
Appeal with EEOC Office of Federal Operations	39	52	64	69	81	85						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data											
	2016	2017	2018	2019	2020	FY 2021 Thru Dec 31, 2020						
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	3	0	0	0						