

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

FSIS

For 4th Quarter 2008 for period ending September 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed			104	83	70	82
Number of Complainants			87	73	65	67
Repeat Filers			14	9	4	11
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
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			44	37	32	36
Color			17	14	9	8
Religion			13	10	12	11
Reprisal			46	41	39	51
Sex			31	28	20	24

National Origin			28	18	14	18
Equal Pay Act			3	2	0	0
Age			37	26	22	24
Disability			20	16	18	14
Non-EEO			0	4	6	7
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
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			7	2	3	0
Assignment of Duties			8	9	7	9
Awards			2	2	1	0
Conversion to Full-time			0	0	0	0
Disciplinary Action						
Demotion			1	1	1	1
Reprimand			3	2	1	1
Suspension			17	5	6	12
Removal			4	3	3	3
Other			5	3	2	1
Duty Hours			1	3	0	2
Evaluation Appraisal			9	12	6	11
Examination/Test			0	0	1	0
Harassment						
Non-Sexual			40	43	29	48
Sexual			1	3	1	4

Medical Examination			0	0	0	0
Pay (Including Overtime)			0	1	1	4
Promotion/Non-Selection			29	18	12	20
Reassignment						
Denied			0	1	3	1
Directed			6	8	4	4
Reasonable Accommodation			7	3	11	6
Reinstatement			0	0	0	0
Retirement			0	2	1	0
Termination			5	5	6	1
Terms/Conditions of Employment			9	7	1	10
Time and Attendance			5	8	10	8
Training			3	2	7	3
Other			3	2	1	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation			284.76	232.81	213.27	213.95
Average number of days in final action			288.32	440.86	466.01	708.13
Complaint pending during fiscal year where hearing was						

requested												
Average number of days in investigation				283.51	227.50	209.24					218.22	
Average number of days in final action				110.17	77.68	151.14					235.20	
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation				285.84	237.23	216.38					211.27	
Average number of days in final action				331.08	824.22	613.40					820.74	
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data									2008Thru09-30		
	2003	2004	2005	2006	2007							
Total Complaints Dismissed by Agency				11	11	25					15	
Average days pending prior to dismissal				320	729	841					237	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants				10	14	5					3	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data									2008Thru09-30		
	2003	2004	2005	2006	2007							
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings					1		1		4		1	
Without Hearing					1	100	1	100	2	50	0	0
With Hearing					0	0	0	0	2	50	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-30	
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					1		1		4		1	
Race					1	100	0	0	1	25	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					0	0	1	100	2	50	1	100
Sex					1	100	0	0	2	50	0	0
National Origin					0	0	0	0	2	50	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	25	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings After Hearing					0		0		2		1	

Race					0	0	0	0	1	50	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	1	100
Sex					0	0	0	0	1	50	0	0
National Origin					0	0	0	0	1	50	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	1	100	0	0
Sex					0	0	0	0	1	100	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	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-	

	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					1		1		4		1	
Appointment/Hire					0	0	0	0	0	0	0	0
Assignment of Duties					0	0	0	0	1	25	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	2	50	0	0
Removal					0	0	0	0	0	0	0	0
Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	1	100
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					1	100	0	0	2	50	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	0	0	1	25	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	1	25	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					1	100	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	1	100	1	25	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 After Hearing					0		0		2		1	
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	1	50	0	0
Removal					0	0	0	0	0	0	0	0

Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	1	100
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					0	0	0	0	2	100	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	0	0	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				1		1		2		0	
Appointment/Hire				0	0	0	0	0	0	0	0
Assignment of Duties				0	0	0	0	1	50	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	1	50	0	0
Removal				0	0	0	0	0	0	0	0
Other				0	0	0	0	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				1	100	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	0	0	1	50	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	1	50	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					1	100	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	1	100	1	50	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2008Thru09-30						
	2003	2004	2005	2006	2007							
Total complaints from previous Fiscal Years			158	170	175	144						
Total Complainants			110	123	127	112						
Number complaints pending												
Investigation			6	7	3	6						
ROI issued, pending Complainant's action			0	0	2	1						
Hearing			6	7	3	6						
Final Agency Action			62	68	55	37						
Appeal with EEOC Office of Federal Operations			0	0	1	1						
Complaint	Comparative Data											

	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames			17	11	6	13