

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

FSIS

For 4th Quarter 2009 for period ending September 30, 2009

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Number of Complaints Filed		104	83	70	83	84
Number of Complainants		87	73	65	68	83
Repeat Filers		14	9	4	11	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	
Race		44	37	32	38	35
Color		17	14	9	8	11
Religion		13	10	12	11	7
Reprisal		46	41	39	54	42

National Origin		28	18	14	19	25
Equal Pay Act		3	2	0	0	0
Age		37	26	22	25	23
Disability		20	16	18	14	11
Non-EEO		0	4	6	7	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	
Appointment/Hire		7	2	3	0	1
Assignment of Duties		8	9	7	9	12
Awards		2	2	1	0	1
Conversion to Full-time		0	0	0	0	0
Disciplinary Action						
Demotion		1	1	1	1	0
Reprimand		3	2	1	1	2
Suspension		17	5	6	13	5
Removal		4	3	3	3	3
Other		5	3	2	1	0
Duty Hours		1	3	0	2	0
Evaluation Appraisal		9	12	6	11	10
Examination/Test		0	0	1	0	0
Harassment						
Non-Sexual		40	43	29	47	37
Sexual		1	3	1	4	4

Medical Examination		0	0	0	0	0
Pay (Including Overtime)		0	1	1	4	1
Promotion/Non-Selection		29	18	12	21	25
Reassignment						
Denied		0	1	3	1	3
Directed		6	8	4	4	7
Reasonable Accommodation		7	3	11	6	1
Reinstatement		0	0	0	0	0
Retirement		0	2	1	0	0
Termination		5	5	6	3	5
Terms/Conditions of Employment		9	7	1	9	9
Time and Attendance		5	8	10	10	5
Training		3	2	7	3	3
Other		3	2	1	1	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation		284.76	232.81	213.27	125.83	120.01
Average number of days in final action		288.32	440.86	466.01	763.95	591.05
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation		283.51	227.50	209.24	28.11	6.81

Average number of days in final action		110.17	77.68	151.14	235.20	127.75					
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation		285.84	237.23	216.38	204.36	191.63					
Average number of days in final action		331.08	824.22	613.40	881.44	711.91					
Complaints Dismissed by Agency	Comparative Data										
	Previous Fiscal Year Data										2009Thru09-30
	2004		2005		2006		2007		2008		
Total Complaints Dismissed by Agency		11	11	25	17	6					
Average days pending prior to dismissal		320	729	841	376	160					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants		10	14	5	3	5					
Total Final Agency Actions Finding Discrimination	Comparative Data										
	Previous Fiscal Year Data										2009Thru09-30
	2004		2005		2006		2007		2008		
	#	%	#	%	#	%	#	%	#	%	#
Total Number Findings		1	1	4	1	2					
Without Hearing		1	100	1	100	2	50	0	0	1	50
With Hearing		0	0	0	0	2	50	1	100	1	50
Findings of	Comparative Data										

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	Previous Fiscal Year Data										2009Thru09-30	
	2004		2005		2006		2007		2008		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings			1		1		4		1		2	
Race			1	100	0	0	1	25	0	0	1	50
Color			0	0	0	0	0	0	0	0	0	0
Religion			0	0	0	0	0	0	0	0	0	0
Reprisal			0	0	1	100	2	50	1	100	2	100
Sex			1	100	0	0	2	50	0	0	0	0
National Origin			0	0	0	0	2	50	0	0	0	0
Equal Pay Act			0	0	0	0	0	0	0	0	0	0
Age			0	0	0	0	0	0	0	0	0	0
Disability			0	0	0	0	1	25	0	0	0	0
Non-EEO			0	0	0	0	0	0	0	0	0	0
Findings After Hearing			0		0		2		1		1	
Race			0	0	0	0	1	50	0	0	1	100
Color			0	0	0	0	0	0	0	0	0	0
Religion			0	0	0	0	0	0	0	0	0	0
Reprisal			0	0	0	0	0	0	1	100	1	100
Sex			0	0	0	0	1	50	0	0	0	0

National Origin			0	0	0	0	1	50	0	0	0	0
Equal Pay Act			0	0	0	0	0	0	0	0	0	0
Age			0	0	0	0	0	0	0	0	0	0
Disability			0	0	0	0	0	0	0	0	0	0
Non-EEO			0	0	0	0	0	0	0	0	0	0
Findings Without Hearing			0		0		1		0		0	
Race			0	0	0	0	0	0	0	0	0	0
Color			0	0	0	0	0	0	0	0	0	0
Religion			0	0	0	0	0	0	0	0	0	0
Reprisal			0	0	0	0	1	100	0	0	0	0
Sex			0	0	0	0	1	100	0	0	0	0
National Origin			0	0	0	0	0	0	0	0	0	0
Equal Pay Act			0	0	0	0	0	0	0	0	0	0
Age			0	0	0	0	0	0	0	0	0	0
Disability			0	0	0	0	1	100	0	0	0	0
Non-EEO			0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			1		1		4		1		2	
Appointment/Hire			0	0	0	0	0	0	0	0	0	0
Assignment of			0	0	0	0	1	25	0	0	0	0

Retirement			0	0	0	0	0	0	0	0	0	0
Termination			1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment			0	0	1	100	1	25	0	0	0	0
Time and Attendance			0	0	0	0	0	0	0	0	0	0
Training			0	0	0	0	0	0	0	0	0	0
Other - User Defined			0	0	0	0	0	0	0	0	0	0
Findings After Hearing			0		0		2		1		1	
Appointment/Hire			0	0	0	0	0	0	0	0	0	0
Assignment of Duties			0	0	0	0	0	0	0	0	0	0
Awards			0	0	0	0	0	0	0	0	0	0
Conversion to Full-time			0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion			0	0	0	0	0	0	0	0	0	0
Reprimand			0	0	0	0	0	0	0	0	0	0
Suspension			0	0	0	0	1	50	0	0	0	0
Removal			0	0	0	0	0	0	0	0	0	0
Other			0	0	0	0	0	0	0	0	0	0
Duty Hours			0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal			0	0	0	0	0	0	1	100	0	0
Examination/Test			0	0	0	0	0	0	0	0	0	0
Harassment												

Terms/Conditions of Employment			0	0	1	100	1	50	0	0	0	0
Time and Attendance			0	0	0	0	0	0	0	0	0	0
Training			0	0	0	0	0	0	0	0	0	0
Other - User Defined			0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2009Thru09-30						
	2004	2005	2006	2007	2008							
Total complaints from previous Fiscal Years			158	170	175	140	130					
Total Complainants			110	123	127	108	103					
Number complaints pending												
Investigation			6	7	3	3	5					
ROI issued, pending Complainant's action			0	0	2	2	0					
Hearing			6	7	3	26	36					
Final Agency Action			62	68	55	32	10					
Appeal with EEOC Office of Federal Operations			0	0	1	1	1					
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2009Thru09-30						
	2004	2005	2006	2007	2008							
Pending Complaints Where Investigations Exceed Required Time Frames			17	11	6	9	19					