

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

FSIS

For 3rd Quarter 2023 for period ending June 30, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	54	58	55	52	41	33
Number of Complainants	54	56	53	50	40	31
Repeat Filers	0	2	2	2	1	2

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	23	23	21	19	15	13
Color	11	12	8	4	4	5
Religion	3	8	3	0	2	5
Reprisal	29	41	26	20	24	17
Sex	17	24	20	14	7	10
PDA	1	1	0	0	1	0
National Origin	7	12	11	7	5	3
Equal Pay Act	0	2	0	0	0	0
Age	19	18	17	14	7	5
Disability	21	23	17	22	18	13
Genetics	0	0	0	0	0	2
Non-EEO	0	5	5	2	4	2

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.						
Appointment/Hire	0	0	1	1	0	0
Assignment of Duties*	2	4	6	4	0	0
Awards	1	2	0	2	1	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	1	5	6	3	0	0
Suspension	4	8	6	7	3	7
Removal	1	5	5	3	0	2
Other Disciplinary Actions**	0	0	0	0	0	8
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	1	0	0	0
Perf. Eval./ Appraisal	10	5	5	7	7	2
Examination/Test	0	0	0	0	0	0
Harrassment						
Non-Sexual	35	38	35	24	13	18
Sexual	3	1	3	1	1	3
Medical Examination	0	1	0	0	1	0
Pay including overtime	0	1	0	1	0	1
Promotion/Non-Selection	6	13	7	8	6	4
Reassignment						
Denied	1	0	1	0	0	0
Directed	6	7	3	6	0	4
Reasonable Accommodation Disability	10	11	5	10	5	3
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	7	1
Retirement*	1	1	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	3	2	1	1	1
Termination	7	4	3	2	1	5
Terms/Conditions of Employment*	6	17	8	3	0	0
Time and Attendance	11	17	9	7	3	9
Training	2	1	1	1	0	2
Other Terms/Conditions of Employment*	0	0	0	0	0	3
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	171.42	198.09	206.16	154.43	149.16	144.60
Average number of days in final action	35.16	39.87	31.69	34.44	34.07	119.81
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	167.38	206.03	217.28	162.93	161.68	178.62
Average number of days in final action	20.38	29.15	23.45	16.27	19.74	8.64
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	175.9	189.19	189.25	146.09	138.95	144.07
Average number of days in final action	405.77	54.73	41.84	54.43	58.05	174.75



Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	33.33
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00





Findings Without Hearing	0		0		0		0		0		5	
Appointment/Hire	0	0	0	0	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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												
Sexual	0	0	0	0	0	0	0	0	0	0	1	20
Non-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	2	40
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	1	20
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	0	0	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	2	40
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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	39	48	39	28	16	13
Total Complainants	38	43	35	26	16	13
Number complaints pending						
Investigation	0	1	1	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	36	40	35	26	11	10
Final Agency Action	3	6	4	2	3	1
Appeal with EEOC Office of Federal Operations	64	69	81	7	19	25

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	0	1	0