

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

FSIS (and below)

For 4th Quarter 2015 for period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	67	81	68	46	60	61
Number of Complainants	66	79	66	43	56	60
Repeat Filers	1	2	2	2	4	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	2015Thru09-30
Race	27	38	31	23	33	27
Color	7	8	14	14	20	14
Religion	3	6	5	3	4	6
Reprisal	30	40	29	30	34	31
Sex	15	36	27	19	33	18
PDA	0	0	0	0	2	0

National Origin	10	16	13	5	11	11
Equal Pay Act	0	0	1	2	1	0
Age	20	30	28	17	26	23
Disability	16	18	20	23	18	19
Genetics	0	2	0	1	0	0
Non-EEO	5	11	7	5	11	9
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	4	8	2	1	3	3
Assignment of Duties	6	8	6	6	12	8
Awards	0	2	2	2	2	1
Conversion to Full-time	0	0	0	0	1	0
Disciplinary Action						
Demotion	1	0	1	0	0	0
Reprimand	0	3	2	2	6	4
Suspension	8	5	4	4	5	10
Removal	3	3	2	1	2	2
Other	4	3	6	3	3	0
Duty Hours	1	0	1	0	5	2
Evaluation Appraisal	16	11	5	9	11	9
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	31	42	36	33	33	37

Sexual	3	8	2	1	0	3
Medical Examination	0	0	1	0	2	2
Pay (Including Overtime)	4	2	1	6	6	3
Promotion/Non-Selection	6	10	18	3	13	16
Reassignment						
Denied	1	4	0	1	0	1
Directed	2	6	8	4	10	9
Reasonable Accommodation	4	2	4	6	6	9
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	0	0	1
Termination	5	6	10	4	3	8
Terms/Conditions of Employment	5	8	12	14	18	14
Time and Attendance	7	8	7	4	8	13
Training	4	3	8	2	5	1
Other	1	10	3	0	1	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	276.80	297.87	247.50	228.53	199.21	201.10
Average number of days in final action	312.10	135.27	114.18	183.04	275.06	98.07
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	0	262.65	227.02	206.39	203.73	177.12
Average number of days in final action	0	91.40	114.43	299.75	339.00	120.18

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	276.80	331.78	280.11	250.67	193.35	233.72						
Average number of days in final action	312.10	179.13	113.93	133.89	135.19	83.76						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
Total Complaints Dismissed by Agency	7	14	11	11	6	8						
Average days pending prior to dismissal	164	342	492	114	77	92						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	10	8	5	3	6	5						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		2		0		0		1	
Without Hearing	1	50	0	0	0	0	0	0	0	0	0	0
With Hearing	1	50	0	0	2	100	0	0	0	0	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2015Thru09-30	
	2010	2011	2012	2013	2014							
<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	2		4		3		3		5		1	

Race	2	100	0	0	1	33	0	0	0	0	0	0
Color	0	0	0	0	1	33	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	1	25	1	33	1	33	0	0	1	100
Sex	0	0	1	25	1	33	1	33	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	0	0	0	0	1	33	0	0	0	0	0	0
Disability	0	0	2	50	1	33	1	33	4	80	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	33	1	33	1	20	0	0
Findings After Hearing	1		0		2		0		0		1	
Race	1	100	0	0	1	50	0	0	0	0	0	0
Color	0	0	0	0	1	50	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	1	50	0	0	0	0	1	100
Sex	0	0	0	0	1	50	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	0	0	0	0	1	50	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	50	0	0	0	0	0	0

Suspension	1	50	1	25	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
Evaluation Appraisal	0	0	1	25	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	50	3	75	1	33	2	67	1	20	1	100
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	50	2	50	1	33	1	33	0	0	0	0
Reassignment												
Denied	0	0	1	25	1	33	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	25	0	0	1	33	3	60	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	2	40	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	20	0	0
Time and Attendance	0	0	2	50	1	33	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		2		0		0		1	

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	50	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		4		1		3		5		0	
Appointment/Hire	0	0	0	0	0	0	1	33	0	0	0	0
Assignment of Duties	0	0	1	25	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	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	1	100	1	25	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
Evaluation Appraisal	0	0	1	25	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	100	3	75	0	0	2	67	1	20	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	2	50	0	0	1	33	0	0	0	0

Reassignment												
Denied	0	0	1	25	1	100	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	25	0	0	1	33	3	60	0	0
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	2	40	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	20	0	0
Time and Attendance	0	0	2	50	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	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					2015Thru09-30						
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	125	57	55	62	37	42						
Total Complainants	112	50	54	60	35	41						
Number complaints pending												
Investigation	8	5	2	1	2	0						
ROI issued, pending Complainant's action	0	1	0	0	0	1						
Hearing	42	33	32	36	32	36						
Final Agency Action	10	20	16	24	2	5						
Appeal with EEOC Office of Federal Operations	1	1	1	3	9	10						
Complaint Investigations	Comparative Data											

	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	17	13	5	8	1	2