

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

## FSIS (and below)

For 4th Quarter 2016 for period ending September 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	81	68	46	60	62	68
Number of Complainants	79	66	43	56	61	67
Repeat Filers	2	2	2	4	1	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Race	38	31	23	33	27	28
Color	8	14	14	20	15	4
Religion	6	5	3	4	6	4
Reprisal	40	29	30	34	34	33
Sex	36	27	19	33	20	28
PDA	0	0	0	2	0	0

National Origin	16	13	5	11	12	4
Equal Pay Act	0	1	2	1	0	1
Age	30	28	17	26	24	24
Disability	18	20	23	18	19	23
Genetics	2	0	1	0	0	0
Non-EEO	11	7	5	11	10	8
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Appointment/Hire	8	2	1	3	4	1
Assignment of Duties	8	6	6	12	10	6
Awards	2	2	2	2	1	2
Conversion to Full Time/Perm Status	0	0	0	1	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	0	0	0
Reprimand	3	2	2	6	6	5
Suspension	5	4	4	5	11	9
Removal	3	2	1	2	2	1
Other	0	0	0	0	0	0
Duty Hours	0	1	0	5	3	4
Perf. Eval./ Appraisal	11	5	9	11	9	9
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	42	36	33	33	37	35

Sexual	8	2	1	0	3	5
Medical Examination	0	1	0	2	2	0
Pay including overtime	2	1	6	6	3	5
Promotion/Non-Selection	10	18	3	13	16	18
<b>Reassignment</b>						
Denied	4	0	1	0	1	1
Directed	6	8	4	10	9	1
Reasonable Accommodation Disability	2	4	6	6	10	5
Reinstatement	0	0	0	0	0	1
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	0	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	3
Termination	6	10	4	3	9	4
Terms/Conditions of Employment	8	12	14	18	16	10
Time and Attendance	8	7	4	8	13	5
Training	3	8	2	5	1	3
<b>Other</b>						
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					2016Thru09-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	297.87	247.50	228.53	199.21	200.44	221.95
Average number of days in final action	135.27	114.18	183.04	275.06	95.67	59.27
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	262.65	227.02	206.39	203.73	178.12	208.60
Average number of days in final action	91.40	114.43	299.75	339.00	120.18	61.92
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	331.78	280.11	250.67	193.35	227.54	240.50
Average number of days in final action	179.13	113.93	133.89	135.19	81.47	57.24
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-30
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	14	11	11	6	8	7
Average days pending prior to dismissal	342	492	114	77	92	80
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	8	5	3	6	5	6

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru09-30</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0		2		0		0		1		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	2	100	0	0	0	0	1	100	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru09-30</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	4		3		3		5		1		0	
Race	0	0	1	33	0	0	0	0	0	0	0	0
Color	0	0	1	33	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	25	1	33	1	33	0	0	1	100	0	0
Sex	1	25	1	33	1	33	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	1	33	0	0	0	0	0	0	0	0
Disability	2	50	1	33	1	33	4	80	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	33	1	33	1	20	0	0	0	0



Non-EEO	0	0	0	0	1	33	1	20	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2016Thru09-30</b>	
	<b>2011</b>		<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	4		3		3		5		1		0	
Appointment/Hire	0	0	0	0	1	33	0	0	0	0	0	0
Assignment of Duties	1	25	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
<b>Disciplinary Action</b>												
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	25	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	1	25	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
<b>Harassment</b>												
Non-Sexual	3	75	1	33	2	67	1	20	1	100	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	2	50	1	33	1	33	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	1	50	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
<b>Findings Without Hearing</b>	4		1		3		5		0		0	
Appointment/Hire	0	0	0	0	1	33	0	0	0	0	0	0
Assignment of Duties	1	25	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	1	25	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	1	25	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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Total complaints from previous Fiscal Years	57	55	62	37	41	28
Total Complainants	50	54	60	35	40	27
<b>Number complaints pending</b>						
Investigation	5	2	1	2	0	0
ROI issued, pending Complainant's action	1	0	0	0	1	1
Hearing	33	32	36	32	36	23
Final Agency Action	20	16	24	2	5	4
Appeal with EEOC Office of Federal Operations	1	1	3	9	19	39
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2016Thru09-30</b>
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	13	5	8	1	0	0