

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

## FSIS (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					Oct 1, 2020 Thru Sep 30, 2020
	2015	2016	2017	2018	2019	
Number of Complaints Filed	62	68	58	54	58	55
Number of Complainants	61	67	58	54	56	53
Repeat Filers	1	1	0	0	2	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					Oct 1, 2020 Thru Sep 30, 2020
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	27	28	31	23	23	21
Color	15	4	12	11	12	8
Religion	6	4	8	3	8	3
Reprisal	34	33	32	29	41	26
Sex	20	28	20	17	24	20
PDA	0	0	0	1	1	0
National Origin	12	4	10	7	12	11
Equal Pay Act	0	1	1	0	2	0
Age	24	24	20	19	18	17
Disability	19	23	21	21	23	17

Genetics	0	0	0	0	0	0
Non-EEO	10	8	7	0	5	5
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>Oct 1, 2020 Thru Sep 30, 2020</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Appointment/Hire	4	1	0	0	0	1
Assignment of Duties	10	6	4	2	4	6
Awards	1	2	0	1	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	6	5	7	1	5	6
Suspension	11	9	8	4	8	6
Removal	2	1	8	1	5	5
Other	0	0	0	0	0	2
Duty Hours	3	4	2	0	0	1
Perf. Eval./ Appraisal	9	9	5	10	5	5
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	37	35	40	35	38	35
Sexual	3	5	4	3	1	3
Medical Examination	2	0	1	0	1	0
Pay including overtime	3	5	3	0	1	0
Promotion/Non-Selection	16	18	11	6	13	7
<b>Reassignment</b>						
Denied	1	1	4	1	0	1
Directed	9	1	2	6	7	3
Reasonable Accommodation Disability	10	5	5	10	11	5

Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	0	2	1	0	0
Retirement	1	1	0	1	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	3	4	2	3	2
Termination	9	4	5	7	4	3
Terms/Conditions of Employment	16	10	13	6	17	8
Time and Attendance	13	5	8	11	17	9
Training	1	3	4	2	1	1
<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
<b>Processing Time</b>	<b>Comparative Data</b>					<b>Oct 1, 2020 Thru Sep 30, 2020</b>
	<b>Previous Fiscal Year Data</b>					
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	200.44	221.95	151.73	170.53	199.08	209.91
Average number of days in final action	95.67	59.27	77.59	41.76	41.21	30.73
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	178.12	208.60	161.00	181.53	208.90	215.32
Average number of days in final action	120.18	61.92	49.77	25.00	30.13	24.81
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	227.54	240.50	137.82	151.55	185.52	191.74
Average number of days in final action	81.47	57.24	100.19	51.19	54.00	37.10







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	1	100	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 - 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 After Hearing</b>	1		0		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	100	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	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												



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	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												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0
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	0	0
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 - 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>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>Oct 1, 2020 Thru Sep 30, 2020</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Total complaints from previous Fiscal Years	41	28	30	39	48							39
Total Complainants	40	27	29	38	43							35
<b>Number complaints pending</b>												
Investigation	0	0	0	0	1							1
ROI issued, pending Complainant's action	1	1	0	0	0							0
Hearing	36	23	30	36	40							35
Final Agency Action	5	4	0	3	6							4
Appeal with EEOC Office of Federal Operations	19	39	52	64	69							81
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>Oct 1, 2020 Thru Sep 30, 2020</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	3	0							0