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

## FSIS (and below)

			Compara	ative Dat	a	
<b>Complaint Activity</b>		Previous	Fiscal Y	ear Data		2020
	2015	2016	2017	2018	2019	Thru 06-30
Number of Complaints Filed	62	68	58	54	58	43
Number of Complainants	61	67	58	54	56	42
Repeat Filers	1	1	0	0	2	1

For 3rd Quarter 2020 for period ending June 30, 2020

	Comparative Data   Previous Fiscal Vear Data   2015 2016 2017 2018 2019   27 28 31 23 23   15 4 12 11 12   6 4 8 3 8						
Complaints by Basis	Pr	evious ]	Fiscal Y	Year D	ata	2020	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	Thru 06- 30	
Race	27	28	31	23	23	].Q	
Color	15	4	12	11	12	4	
Religion	6	4	8	3	8	i	
Reprisal	34	33	32	29	41	22	
Sex	20	28	20	17	24	].Q	
PDA	0	0	0	1	1	0	
National Origin	12	4	10	7	12	l	
Equal Pay Act	0	1	1	0	2	Q	
Age	24	24	20	19	18	14	
Disability	19	23	21	21	23	12	
Genetics	0	0	0	0	0	Q	
Non-EEO	10	8	7	0	5	5	

		С	ompara	ative D	ata	
Complaints by Issue	Pro	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020 Thru 06- 30
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
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	6	5	7	1	5	3
Suspension	11	9	8	4	8	5
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
Harassment						
Non-Sexual	37	35	40	35	38	24
Sexual	3	5	4	3	1	3
Medical Examination	2	0	1	0	1	Q
Pay including overtime	3	5	3	0	1	0
Promotion/Non-Selection	16	18	11	6	13	<u>§_</u>
Reassignment						
Denied	1	1	4	1	0	1
Directed	9	1	2	6	7	1
Reasonable Accommodation Disability	10	5	5	10	11	1

		С	ompara	ative D	ata	
Complaints by Issue	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020 Thru 06- 30
Reinstatement	0	1	0	0	0	Q
Religious Accommodation	0	0	2	1	0	0
Retirement	1	1	0	1	1	
Sex-Stereotyping	0	0	0	0	0	Q
Telework	0	3	4	2	3	
Termination	9	4	5	7	4	J
Terms /Conditions of Employment	16	10	13	6	17	
Time and Attendance	13	5	8	11	17	2
Training	1	3	4	2	1	1
Other			-			
User Defined - Other 1	0	0	0	0	0	Q
User Defined - Other 2	0	0	0	0	0	Q
User Defined - Other 3	0	0	0	0	0	Q
User Defined - Other 4	0	0	0	0	0	0

		(	Compara	tive Data	a	
<b>Processing Time</b>		Previous	Fiscal Y	ear Data	l	2020 Thru
	2015	2016	2017	2018	2019	06-30
Complaints pending during fiscal year						
Average number of days in investigation	200.44	221.95	151.73	170.53	199.08	211.36
Average number of days in final action	95.67	59.27	77.59	41.76	41.21	28.77
Complaint pending during fiscal year who	ere hearin	g was rec	luested			
Average number of days in investigation	178.12	208.60	161.00	181.53	208.90	228.54
Average number of days in final action	120.18	61.92	49.77	25.00	30.13	27.21
Complaint pending during fiscal year whe	ere hearing	g was no	t requeste	ed		
Average number of days in investigation	227.54	240.50	137.82	151.55	185.52	200.20
Average number of days in final action	81.47	57.24	100.19	51.19	54.00	32.18

	Comparative Data											
Complaints Dismissed by Agency	Pr	evious	Fiscal Y	Year Da	ata	2020						
	2015	2016	2017	2018	2019	Thru 06-30						
Total Complaints Dismissed by Agency	8	7	9	9	5	2						
Average days pending prior to dismissal	92	80	99	15	15	24						
Complaints Withdrawn	by Co	mplain	ants									
Total Complaints Withdrawn by Complainants	5	6	4	3	6	4						

	Comparative Data												
Total Final Agency Actions Finding		P	rev	ious	Fis	cal Y	ear	Data	a		_	2020 Thro	
Discrimination	2	2015	2	016	2	2017	2	018	2	019	0	6-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	1		0		1		0		0		1		
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	1	100	0	0	1	100	0	0	0	0	1	100	

Findings of Discrimination Rendered by Basis						nparat						
Dasis		P	revi	ious	Fis	cal Ye	ear	Data	a			020 hru
<i>Note: Complaints can be filed alleging multiple bases.</i>	2	2015	2	016	2	2017	2	018	2	019		6-30
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		0		0		1	
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	1	100
Sex	0	0	0	0	0	0	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	0	0	0	0	0	0	1	100
Disability	1	100	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	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		1		0		0		1	
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	1	100
Sex	0	0	0	0	0	0	0	0	0	0	.Q	0
PDA	0	0	0	0	0	0	0	0	0	0	Q	0
National Origin	0	0	0	0	0	0	0	0	0	0	.Q	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	.Q	0

Findings of Discrimination Rendered by				(	Com	parat	tive	Dat	a			
Basis		P	revi	ious	Fis	cal Y	ear	Data	a			020
Note: Complaints can be filed alleging multiple bases.	2	2015	2	2016		2017		018	2019			'hru 6-30
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Age	0	0	0	0	0	0	0	0	0	0	1	100
Disability	1	100	0	0	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	Q	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	Q	0
Color	0	0	0	0	0	0	0	0	0	0	Q	0
Religion	0	0	0	0	0	0	0	0	0	0	Q	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	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	Q	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	Q	0
Age	0	0	0	0	0	0	0	0	0	0	Q	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	Q	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

				(	Con	parat	tive	Dat	a			
Findings of Discrimination Rendered by		P	revi	ious	Fis	cal Yo	ear	Data	a			020 hru
Issue	2	2015	2	016	2	2017	2	018	2	019		6-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		0		0		1	
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	Q	0 •
Awards	0	0	0	0	0	0	0	0	0	0	Q	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	Q	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	Q	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	Q	0
Removal	0	0	0	0	0	0	0	0	0	0	Q	0
Other	0	0	0	0	0	0	0	0	0	0	Q	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	Q	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	Q	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

				(	Com	iparat	tive	Dat	a			
Findings of Discrimination Rendered by		P	revi I	ious	Fis	cal Yo	ear	Data	a			020 hru
Issue	2	015	2	016	2	017	2	018	2	019		6-30
	#	%	#	%	#	%	#	%	#	%	#	%
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	1	100	0	0	0	0	1	100
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
									1			
Findings After Hearing	1		0		1		0		0		1	
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	Q	0
Awards	0	0	0	0	0	0	0	0	0	0	Q	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	Q	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	Q	0
Reprimand	0	0	0	0	0	0	0	0	0	0	Q	0
Suspension	0	0	0	0	0	0	0	0	0	0	Q	0

				(	Con	npara	tive	Dat	a					
Findings of Discrimination Rendered by		P	revi	ous	Fis	cal Y	ear	Data	a			020 hro		
Issue	2	2015	2	016	2	2017	2	018	2	019		6-30		
	#	%	#	%	#	%	#	%	#	%	#	%		
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	1	100	0	0	0	0	0	0	0	0	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	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	Q	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	1	100	0	0	0	0	1	100		
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		

	Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2020	
	2015		2016		2017		2018		2019		Thru 06-30	
	#	%	#	%	#	%	#	%	#	%	#	%
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
Findings Without Hearing	0		0		0		0		0		0	
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	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

	Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data									2020 Thro		
	2015 2		2	2016		2017		2018		2019		6-30
	#	%	#	%	#	%	#	%	#	%	#	%
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	Q	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

		Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	2020 Thru									
		2016	2017	2018	2019	06- 30					
Total complaints from previous Fiscal Years	41	28	30	39	48	46					
Total Complainants	40	27	29	38	43	42					
Number complaints pending											
Investigation	0	0	0	0	1	3					
ROI issued, pending Complainant's action	1	1	0	0	0	l					
Hearing	36	23	30	36	40	39					
Final Agency Action	5	4	0	3	6	2					
Appeal with EEOC Office of Federal Operations	19	39	52	64	69	79					

<b>Complaint Investigations</b>	Comparative Data								
	Pro	2020 Thru							
		2016	2017	2018	2019	06- 30			
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	3	0	1			