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

FSIS (and below)

				Co	mpa	rative	Data						
Complaint Activity		Previo	ous Fi	scal Y	Yea	r Data		2010Th00 20					
	201	4 20	15 2	016	20	17 20)18	2019Thru09-30					
Number of Complaints Filed	60	6	2	68	5	8	54	58					
Number of Complainants	56	6	1	67	5	8 .	54	56					
Repeat Filers	4	1	-	1	(0	0	2					
				(Com	parativ	ve Da	ta					
Complaints by Basis		Pr	Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tota complaints filed.	m	2014	2015	5 20)16	2017	2018	2019Thru09- 30					
Race		33	27	2	28	31	23	23					
Color		20	15		4	12	11	12					
Religion		4	6		4	8	3	8					
Reprisal		34	34	3	3	32	29	41					
Sex		33	20	2	28	20	17	24					
PDA		2	0		0	0	1	1					

For 4th Quarter 2019 for period ending September 30, 2019

National Origin	11	12	4	10	7	12
Equal Pay Act	1	0	1	1	0	2
Age	26	24	24	20	19	18
Disability	18	19	23	21	21	23
Genetics	0	0	0	0	0	0
Non-EEO	11	10	8	7	0	5

			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru09- 30
Appointment/Hire	3	4	1	0	0	0
Assignment of Duties	12	10	6	4	2	4
Awards	2	1	2	0	1	2
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	6	6	5	7	1	5
Suspension	5	11	9	8	4	8
Removal	2	2	1	8	1	5
Other	0	0	0	0	0	0
Duty Hours	5	3	4	2	0	0
Perf. Eval./ Appraisal	11	9	9	5	10	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	33	37	35	40	35	38

Sexual	0	3	5	4	3	1
Medical Examination	2	2	0	1	0	1
Pay including overtime	6	3	5	3	0	1
Promotion/Non-Selection	13	16	18	11	6	13
Reassignment						
Denied	0	1	1	4	1	0
Directed	10	9	1	2	6	7
Reasonable Accommodation Disability	6	10	5	5	10	11
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	0	2	1	0
Retirement	0	1	1	0	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	3	4	2	3
Termination	3	9	4	5	7	4
Terms/Conditions of Employment	18	16	10	13	6	17
Time and Attendance	8	13	5	8	11	17
Training	5	1	3	4	2	1
Other						
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

				Com	par	ative I	Data	
Processing Time		Previo	us Fi	scal Y	ea	r Data		2019Thru09-
	2014	2015	2	016	2	2017	2018	30
Complaints pending durin	g fiscal y	ear						
Average number of days in investigation	199.21	200.4	4 22	21.95	15	51.73	170.53	199.08
Average number of days in final action	275.06	95.67	7 5	9.27	7	7.59	41.76	41.21
Complaint pending during	fiscal ye	ar when	e hea	ring v	vas	reques	sted	
Average number of days in investigation	203.73	178.1	2 20)8.60	16	51.00	181.53	208.90
Average number of days in final action	339.00	120.1	8 6	1.92	4	9.77	25.00	30.13
Complaint pending during	fiscal ye	ar when	e hea	ring v	vas	not re	quested	
Average number of days in investigation	193.35	227.5	4 24	0.50	13	37.82	151.55	185.52
Average number of days in final action	135.19	81.47	7 5	7.24	1(00.19	51.19	54.00
				C	Com	nparat	ive Data	l
Complaints Dismisse Agency	d by	Pre	eviou	s Fisc	al Y	Year D	ata	2019Thru09-
8.		2014	201	5 20	16	2017	2018	30
Total Complaints Dismiss Agency	ed by	6	8	7	7	9	9	5
Average days pending prid dismissal	or to	77	92	8	0	99	15	15
Con	plaints V	Withdr	awn	by Co	omp	olainai	nts	
Total Complaints Withdra Complainants	wn by	6	5	6	5	4	3	6

					0	Comj	para	ative	Dat	a			
Total Final Agency]	Pre	vious	Fise	cal Y	ear	· Data	l		20197	Fhru09-	
Actions Finding Discrimination	20)14	2	015	20	16	20	017	20	18		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		1		0		1		0		0		
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	1	100	0	0	1	100	0	0	0	0	
Findings of					(Com	par	ative	Dat	a			
Discrimination Rendered by Basis	Previous Fiscal Year Data									2019	Thru09		
Note: Complaints can be	20	014	2	015	20	016	2	017	2	018	2019Thru09 30		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	5		1		0		1		0		0		
Race	0	0	0	0	0	0	1	100	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	0	0	1	100	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	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	0	0	
Disability	4	80	1	100	0	0	0	0	0	0	0	0	
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	
Non-EEO	1	20	0	0	0	0	0	0	0	0	0	0	

Findings After Hearing	0		1		0		1		0		0	
Race	0	0	0	0	0	0	1	100	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	0	0	1	100	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	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	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
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
	1	1	1	1	1	1	1	1	1	1		1
indings Without Hearing	5		0		0		0		0		0	
Race	0	0	0	0	0	0	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	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	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	0	0
Disability	4	80	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	1	20	0	0	0	0	0	0	0	0	0	0
					(Com	par	ative	Dat	a		
Findings of]	Pre	vious	Fis	cal Y	ea	r Data	ł		2019	Chru09-
Discrimination Rendered by Issue	20	014	2	015	20)16	2	017	20)18		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		1		0		1		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	1	100	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						<u>.</u>		·			·	-
Non-Sexual	1	20	1	100	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								1				
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	3	60	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	2	40	0	0	0	0	1	100	0	0	0	0
Terms/Conditions of Employment	1	20	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
Findings After Hearing	0		1		0		1		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	1	100	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

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	1	100	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	1	100	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
										1		
Findings Without Hearing	5		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		<u> </u>										
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	1	1	1	1	1	1		1	1	1	1	1

Non-Sexual	1	20	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										1		
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	3	60	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	2	40	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	20	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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-
	2014	2015	2016	2017	2018	30
Total complaints from previous Fiscal Years	37	41	28	30	39	48
Total Complainants	35	40	27	29	38	43
Number complaints pending		-	-	·		
Investigation	2	0	0	0	0	1
ROI issued, pending Complainant's action	0	1	1	0	0	0
Hearing	32	36	23	30	36	40
Final Agency Action	2	5	4	0	3	6
Appeal with EEOC Office of Federal Operations	9	19	39	52	64	69
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-
	2014	2015	2016	2017	2018	30
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	3	0