

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

FSIS (and below)

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

| Complaint Activity | Comparative Data | | | | | |
|----------------------------|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Number of Complaints Filed | 60 | 62 | 68 | 58 | 54 | 58 |
| Number of Complainants | 56 | 61 | 67 | 58 | 54 | 56 |
| Repeat Filers | 4 | 1 | 1 | 0 | 0 | 2 |

| Complaints by Basis | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 33 | 27 | 28 | 31 | 23 | 23 |
| Color | 20 | 15 | 4 | 12 | 11 | 12 |
| Religion | 4 | 6 | 4 | 8 | 3 | 8 |
| Reprisal | 34 | 34 | 33 | 32 | 29 | 41 |
| Sex | 33 | 20 | 28 | 20 | 17 | 24 |
| PDA | 2 | 0 | 0 | 0 | 1 | 1 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| 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 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2014 | 2015 | 2016 | 2017 | 2018 | |
| 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 |

| Processing Time | Comparative Data | | | | | |
|--|---------------------------|--------|--------|--------|--------|---------------|
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 199.21 | 200.44 | 221.95 | 151.73 | 170.53 | 199.08 |
| Average number of days in final action | 275.06 | 95.67 | 59.27 | 77.59 | 41.76 | 41.21 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 203.73 | 178.12 | 208.60 | 161.00 | 181.53 | 208.90 |
| Average number of days in final action | 339.00 | 120.18 | 61.92 | 49.77 | 25.00 | 30.13 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 193.35 | 227.54 | 240.50 | 137.82 | 151.55 | 185.52 |
| Average number of days in final action | 135.19 | 81.47 | 57.24 | 100.19 | 51.19 | 54.00 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2019Thru09-30 |
| | 2014 | 2015 | 2016 | 2017 | 2018 | |
| Total Complaints Dismissed by Agency | 6 | 8 | 7 | 9 | 9 | 5 |
| Average days pending prior to dismissal | 77 | 92 | 80 | 99 | 15 | 15 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 6 | 5 | 6 | 4 | 3 | 6 |

| | | | | | | | | | | | | |
|-------------------------------------|---|----|---|---|---|---|---|-----|---|---|---|---|
| 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 | 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 |

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|-------------------------------------|---|----|---|---|---|---|---|---|---|---|---|---|
| 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 | 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 | | | | | | | | | | | | |
| 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 | | | | | | 2019Thru09-30 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | |
| 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 | | | | | | 2019Thru09-30 | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 1 | 0 | 0 | 0 | 3 | 0 | | | | | | |