

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

FSIS (Includes Sub-Level Offices)

For 1st Quarter 2024 for period ending December 31, 2023

**Notes:**

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

\* are reported under Other Terms / Conditions of Employment.

\*\* are reported under Other Disciplinary Actions.

Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

Part 1 Complaint Activity						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Number of Complaints Filed	58	55	52	41	0	12
Number of Complainants	56	53	50	40	0	11
Repeat Filers	2	2	2	1	0	1

Part 2 Complaints by Basis						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Race	23	21	19	15	16	4
Color	12	8	4	4	8	6
Religion	8	3	0	2	7	4
Reprisal	41	26	20	24	19	2
Sex	24	20	14	7	13	5
PDA	1	0	0	1	0	0
National Origin	12	11	7	5	5	6
Equal Pay Act	2	0	0	0	2	0
Age	18	17	14	7	9	3
Disability	23	17	22	18	17	3
Genetics	0	0	0	0	2	0
Non-EEO	5	5	2	4	4	1

Part 3 Complaints By Issue						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Appointment/Hire	0	1	1	0	0	0
Assignment of Duties*	4	6	4	0	0	0
Awards	2	0	2	1	0	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	5	6	3	0	0	0
Disciplinary Action: Suspension	8	6	7	3	0	1
Disciplinary Action: Removal	5	5	3	0	0	1
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	0	0	0	0
Perf. Eval./ Appraisal	5	5	7	7	0	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	38	35	24	13	0	7
Harassment: Sexual	1	3	1	1	0	0
Medical Examination	1	0	0	1	0	0
Pay including overtime	1	0	1	0	0	1
Promotion/Non-Selection	13	7	8	6	0	2
Reassignment: Denied/Directed	0	1	0	0	0	0
Reassignment: Directed	7	3	6	0	0	1
Reasonable Accommodation Disability	11	5	10	5	0	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	7	0	0
Retirement*	1	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	2	1	1	0	1
Termination	4	3	2	1	0	3
Terms/Conditions of Employment*	17	8	3	0	0	0
Time and Attendance	17	9	7	3	0	2
Training	1	1	1	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	1













Part 9 Complaints Pending from Previous FY By Status

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Total complaints from previous Fiscal Years	48	39	28	16	0	32
Total Complainants	43	35	26	16	0	31
Complaints Pending Investigation	1	1	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	5
Complaints Pending in Hearing	40	35	26	11	0	22
Complaints Pending Final Agency Action	6	4	2	3	0	1
Complaints Pending Appeal with EEOC Office of Federal Operations	69	81	7	19	0	16

Part 10 Complaint Investigations

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	0