

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

FSIS (Includes Sub-Level Offices)

For 2nd Quarter 2025 for period ending March 31, 2025

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 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Number of Complaints Filed	55	52	41	0	69	24
Number of Complainants	53	50	40	0	60	23
Repeat Filers	2	2	1	0	7	1

Part 2 Complaints by Basis						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Race	21	19	15	16	29	14
Color	8	4	4	8	20	9
Religion	3	0	2	7	11	3
Reprisal	26	20	24	19	44	12
Sex	20	14	7	13	25	5
PDA	0	0	1	0	0	0
National Origin	11	7	5	5	25	8
Equal Pay Act	0	0	0	2	1	0
Age	17	14	7	9	13	11
Disability	17	22	18	17	24	6
Genetics	0	0	0	2	0	0
Non-EEO	5	2	4	4	10	4

Part 3 Complaints By Issue

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Appointment/Hire	1	1	0	0	3	0
Assignment of Duties*	6	4	0	0	0	0
Awards	0	2	1	0	4	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	6	3	0	0	0	0
Disciplinary Action: Suspension	6	7	3	0	11	2
Disciplinary Action: Removal	5	3	0	0	5	5
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	26	6
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	1	0	0	0	0	0
Perf. Eval./ Appraisal	5	7	7	0	2	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	35	24	13	0	38	13
Harassment: Sexual	3	1	1	0	3	0
Medical Examination	0	0	1	0	1	0
Pay including overtime	0	1	0	0	6	3
Promotion/Non-Selection	7	8	6	0	10	6
Reassignment: Denied/Directed	1	0	0	0	0	0
Reassignment: Directed	3	6	0	0	10	1
Reasonable Accommodation Disability	5	10	5	0	9	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	7	0	1	0
Retirement*	1	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	1	1	0	1	0
Termination	3	2	1	0	12	3
Terms/Conditions of Employment*	8	3	0	0	0	0
Time and Attendance	9	7	3	0	20	1
Training	1	1	0	0	2	1
Other Terms/Conditions of Employment*	0	0	0	0	22	6

Part 4 Processing Time (Complaints Pending During FY)

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Average days in Investigation for all cases pending during FY	209.91	140.28	151.9	0.0	133.33	147.59
Average days in Final Action for all cases pending during FY	30.73	28.02	37.77	0.0	22.28	23.00
Average days in Investigation with Hearing	215.32	149.47	174.85	0.0	132.79	161.30
Average days in Final Action with Hearing	24.81	8.89	14.55	0.0	13.71	12.91
Average Days in Investigation without Hearing	191.74	134.54	140.42	0.0	133.94	130.64
Average Days in Final Action without Hearing	37.1	42.38	62.21	0.0	31.93	41.33

Part 5 Complaints Dismissed or Withdrawn

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Total Complaints Dismissed by Agency	14	2	3	0	8	3
Average Days Pending Prior to Dismissal	24	31	41	0	58.38	38.67
Total Complaints Withdrawn by Complainants	4	4	3	0	2	1

Part 6 Total Final Agency Actions Finding Discrimination

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Part 7 Finding of Discrimination by Basis												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 03-31)	FY 2025 % (thru 03-31)
Total Number Findings	0		0		0		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 03- 31)	FY 2025 % (thru 03- 31)
Findings After Hearing	0		0		0		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)												
	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count	FY 2023 %	FY 2024 Count	FY 2024 %	FY 2025 Count (thru 03- 31)	FY 2025 % (thru 03- 31)
Finding Without Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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Part 8 Finding of Discrimination by Issue (with Hearing)
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Part 8 Finding of Discrimination by Issue (without Hearing)

Part 9 Complaints Pending from Previous FY By Status						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Total complaints from previous Fiscal Years	39	28	16	0	13	38
Total Complainants	35	26	16	0	13	37
Complaints Pending Investigation	1	0	0	0	0	2
ROI issued, pending Complainant's action	0	0	0	0	0	1
Complaints Pending in Hearing	35	26	11	0	11	28
Complaints Pending Final Agency Action	4	2	3	0	0	2
Complaints Pending Appeal with EEOC Office of Federal Operations	81	7	19	0	17	22

Part 10 Complaint Investigations						
	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025 (thru 03-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	0	0	1