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

FSIS (and below)

For 1st Quarter 2020 for period ending December 31, 2019

			Compara	ative Dat	a	
Complaint Activity		Previous	Fiscal Y	ear Data	Į.	2020
	2015	2016	2017	2018	2019	Thru 12-31
Number of Complaints Filed	62	68	58	54	58	<u>19</u>
Number of Complainants	61	67	58	54	56	19
Repeat Filers	1	1	0	0	2	0

Compleints by Posis		Co	ompara	ative D	ata	
Complaints by Basis	Pre	evious l	Fiscal '	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 12- 31
Race	27	28	31	23	23	9
Color	15	4	12	11	12	2
Religion	6	4	8	3	8	0
Reprisal	34	33	32	29	41	<u>10</u>
Sex	20	28	20	17	24	9
PDA	0	0	0	1	1	<u>0</u>
National Origin	12	4	10	7	12	<u>5</u>
Equal Pay Act	0	1	1	0	2	0
Age	24	24	20	19	18	<u>6</u>
Disability	19	23	21	21	23	<u>3</u>
Genetics	0	0	0	0	0	<u>0</u>
Non-EEO	10	8	7	0	5	<u>3</u>

		C	ompara	ative D	ata	
Complaints by Issue	Pr	evious :	Fiscal '	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	2020 Thru 12- 31
Appointment/Hire	4	1	0	0	0	<u>0</u>
Assignment of Duties	10	6	4	2	4	<u>3</u>
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	1
Suspension	11	9	8	4	8	<u>3</u>
Removal	2	1	8	1	5	2
Other	0	0	0	0	0	1
Duty Hours	3	4	2	0	0	1
Perf. Eval./ Appraisal	9	9	5	10	5	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	37	35	40	35	38	10
Sexual	3	5	4	3	1	1
Medical Examination	2	0	1	0	1	0
Pay including overtime	3	5	3	0	1	0
Promotion/Non-Selection	16	18	11	6	13	<u>1</u>
Reassignment						
Denied	1	1	4	1	0	0
Directed	9	1	2	6	7	1
Reasonable Accommodation Disability	10	5	5	10	11	0

Complaints by Issue	Comparative Data											
Complaints by Issue	Pro	evious]	Fiscal '	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 12- 31						
Reinstatement	0	1	0	0	0	0						
Religious Accommodation	0	0	2	1	0	0						
Retirement	1	1	0	1	1	0						
Sex-Stereotyping	0	0	0	0	0	0						
Telework	0	3	4	2	3	0						
Termination	9	4	5	7	4	<u>O</u>						
Terms/Conditions of Employment	16	10	13	6	17	3						
Time and Attendance	13	5	8	11	17	3						
Training	1	3	4	2	1	1						
Other												
User Defined - Other 1	0	0	0	0	- 0	<u>0</u>						
User Defined - Other 2	0	0	0	0	0	<u>0</u>						
User Defined - Other 3	0	0	0	0	0	0						
User Defined - Other 4	0	0	0	0	0	0						

2		, (Compara	tive Dat	a	
Processing Time		Previous	Fiscal Y	ear Data	ı .	2020 Thru
	2015	2016	2017	2018	2019	111ru 12-31
Complaints pending during fiscal year						
Average number of days in investigation	200.44	221.95	151.73	170.53	199.08	194.67
Average number of days in final action	95.67	59.27	77.59	41.76	41.21	31.71
Complaint pending during fiscal year whe	re hearin	g was rec	luested			
Average number of days in investigation	178.12	208.60	161.00	181.53	208.90	164.50
Average number of days in final action	120.18	61.92	49.77	25.00	30.13	29.22
Complaint pending during fiscal year whe	re hearin	g was no	t requeste	ed		
Average number of days in investigation	227.54	240.50	137.82	151.55	185.52	209.75
Average number of days in final action	81.47	57.24	100.19	51.19	54.00	36.20

	Comparative Data								
Complaints Dismissed by Agency	Pr	evious	Fiscal Y	Year Da	ata	2020 Thru			
	2015 2016 2017 2018 2019								
Total Complaints Dismissed by Agency	8	7	9	9	5	4			
Average days pending prior to dismissal	92	80	99	15	15	21			
Complaints Withdrawn	by Complainants								
Total Complaints Withdrawn by Complainants	5	6	4	3	6	1			

10	Comparative Data																
Total Final Agency Actions Finding		P	revi	ious	Fis	cal Y	ear	Dat	a)20 hru					
Discrimination	2	2015 2016		2017		2017		2017		2017		20)18	20)19	0777	2- 31
	#	%	#	%	#	%	#	%	#	%	#	%					
Total Number Findings	1		0		1		0		0		0						
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	0	0						

Findings of Discrimination Rendered by	Comparative Data											
Basis		P	revi	ious	Fis	cal Y	ear	Dat	a)20 hru
Note: Complaints can be filed alleging multiple bases.	2	2015	20	2016		017	20)18	2019		1	2- 31
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	. 1		0		1		0	- 9	0		0	
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	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	1	100	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	0	0	0	0	0	0	0	0	0	0	0	0
		r	_				_		_			
Findings After Hearing	1.		0		1		0		0		0	
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	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

Findings of Discrimination Rendered by				C	om	parat	ive	Dat	a			
Basis		P	revi	ious	Fis	cal Y	ear	Dat	a		10000)20 hru
Note: Complaints can be filed alleging multiple bases.	2	015	017	20)18	20)19	1	2- 31			
The sum of the bases may not equal total complaints and findings.	#	# %		%	#	%	#	%	#	%	#	%
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	1	100	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	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0 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	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0

				C	om	parat	ive	Data	a			
Findings of Discrimination Rendered by		P	revi	ious	Fis	cal Y	ear	Dat	a		108 10)20 hru
Issue	2	015	20)16	2	017	20)18	20)19		2- 31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		1		0		0		0	
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	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	1	100	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

Y a				C	om	parat	ive	Dat	a						
Findings of Discrimination Rendered by		P	revi	ious	Fis	cal Y	ear	Dat	a)20 1ru			
Issue	2	015	20)16	2	017	20)18	20)19		2- 31			
	#	# %		%	#	%	#	%	#	%	#	%			
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	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			
Findings After Hearing	1		0		1		0		0		0				
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	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			

	Comparative Data															
Findings of Discrimination Rendered by		Pı	revi	ious	Fis	cal Y	ear	Dat	a)20 hru				
Issue	2	015	20)16	2	017	20)18	20)19		2- 31				
	#	%	#	%	#	%	#	%	#	%	#	%				
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	_										L					
Non-Sexual	1	100	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	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	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				

	Comparative Data												
Findings of Discrimination Rendered by Issue	revious riscal year Data											2020 Thru	
	2015		2016		2017		2018		2019		12- 31		
	#	%	#	%	#	%	#	%	#	%	#	%	
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 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	<u>0</u>	0	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	

	Comparative Data												
Findings of Discrimination Rendered by Issue	revious riscal year Data										6-88	2020 Thru	
	2015		2016		2017		2018		2019		12- 31		
	#	%	#	%	#	%	#	%	#	%,	#	%	
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	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	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	

*	Comparative Data									
Pending Complaints Filed in Previous Fiscal Years by Status	Pre	2020 Thru								
V	2015	2016	2017	2018	2019	12- 31				
Total complaints from previous Fiscal Years	41	28	30	39	48	<u>72</u>				
Total Complainants	40	27	29	38	43	67				
Number complaints pending										
Investigation	0	0	0	0	1	<u>14</u>				
ROI issued, pending Complainant's action	1	1	0	0	0	4				
Hearing	36	23	30	36	40	<u>51</u>				
Final Agency Action	5	4	0	3	6	4				
Appeal with EEOC Office of Federal Operations	19	39	52	64	69	<u>76</u>				

	Comparative Data									
Complaint Investigations	Pro	2020 Thru								
8		2016	2017	2018	2019	12- 31				
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	3	0	2				