

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

FSIS (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					Oct 1, 2020 Thru Sep 30, 2020
	2015	2016	2017	2018	2019	
Number of Complaints Filed	62	68	58	54	58	55
Number of Complainants	61	67	58	54	56	53
Repeat Filers	1	1	0	0	2	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					Oct 1, 2020 Thru Sep 30, 2020
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	27	28	31	23	23	21
Color	15	4	12	11	12	8
Religion	6	4	8	3	8	3
Reprisal	34	33	32	29	41	26
Sex	20	28	20	17	24	20
PDA	0	0	0	1	1	0
National Origin	12	4	10	7	12	11
Equal Pay Act	0	1	1	0	2	0
Age	24	24	20	19	18	17
Disability	19	23	21	21	23	17

Genetics	0	0	0	0	0	0
Non-EEO	10	8	7	0	5	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					Oct 1, 2020 Thru Sep 30, 2020
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	4	1	0	0	0	1
Assignment of Duties	10	6	4	2	4	6
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	6
Suspension	11	9	8	4	8	6
Removal	2	1	8	1	5	5
Other	0	0	0	0	0	2
Duty Hours	3	4	2	0	0	1
Perf. Eval./ Appraisal	9	9	5	10	5	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	37	35	40	35	38	35
Sexual	3	5	4	3	1	3
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	7
Reassignment						
Denied	1	1	4	1	0	1
Directed	9	1	2	6	7	3
Reasonable Accommodation Disability	10	5	5	10	11	5

Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	0	2	1	0	0
Retirement	1	1	0	1	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	3	4	2	3	2
Termination	9	4	5	7	4	3
Terms/Conditions of Employment	16	10	13	6	17	8
Time and Attendance	13	5	8	11	17	9
Training	1	3	4	2	1	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					Oct 1, 2020 Thru Sep 30, 2020
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	200.44	221.95	151.73	170.53	199.08	209.91
Average number of days in final action	95.67	59.27	77.59	41.76	41.21	30.73
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	178.12	208.60	161.00	181.53	208.90	215.32
Average number of days in final action	120.18	61.92	49.77	25.00	30.13	24.81
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	227.54	240.50	137.82	151.55	185.52	191.74
Average number of days in final action	81.47	57.24	100.19	51.19	54.00	37.10

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
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												

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	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	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						Oct 1, 2020 Thru Sep 30, 2020					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	41	28	30	39	48	39						
Total Complainants	40	27	29	38	43	35						
Number complaints pending												
Investigation	0	0	0	0	1	1						
ROI issued, pending Complainant's action	1	1	0	0	0	0						
Hearing	36	23	30	36	40	35						
Final Agency Action	5	4	0	3	6	4						
Appeal with EEOC Office of Federal Operations	19	39	52	64	69	81						
Complaint Investigations	Comparative Data						Oct 1, 2020 Thru Sep 30, 2020					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	3	0	0						