

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

## FSIS (and below)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					July 2021 Thru September 2021
	2016	2017	2018	2019	2020	
Number of Complaints Filed	68	58	54	58	55	52
Number of Complainants	67	58	54	56	53	50
Repeat Filers	1	0	0	2	2	2

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					July 2021 Thru September 2021
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	28	31	23	23	21	19
Color	4	12	11	12	8	4
Religion	4	8	3	8	3	0
Reprisal	33	32	29	41	26	20
Sex	28	20	17	24	20	14
PDA	0	0	1	1	0	0
National Origin	4	10	7	12	11	7
Equal Pay Act	1	1	0	2	0	0
Age	24	20	19	18	17	14
Disability	23	21	21	23	17	22

Genetics	0	0	0	0	0	0
Non-EEO	8	7	0	5	5	2
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>July 2021 Thru September 2021</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	1	0	0	0	1	1
Assignment of Duties	6	4	2	4	6	4
Awards	2	0	1	2	0	2
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	5	7	1	5	6	3
Suspension	9	8	4	8	6	7
Removal	1	8	1	5	5	3
Other	0	0	0	0	2	1
Duty Hours	4	2	0	0	1	0
Perf. Eval./ Appraisal	9	5	10	5	5	7
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	35	40	35	38	35	24
Sexual	5	4	3	1	3	1
Medical Examination	0	1	0	1	0	0
Pay including overtime	5	3	0	1	0	1
Promotion/Non-Selection	18	11	6	13	7	8
<b>Reassignment</b>						
Denied	1	4	1	0	1	0
Directed	1	2	6	7	3	6
Reasonable Accommodation Disability	5	5	10	11	5	10

Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	2	1	0	0	0
Retirement	1	0	1	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	4	2	3	2	1
Termination	4	5	7	4	3	2
Terms/Conditions of Employment	10	13	6	17	8	3
Time and Attendance	5	8	11	17	9	7
Training	3	4	2	1	1	1
<b>Other</b>						
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>July 2021 Thru September 2021</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	221.95	151.73	170.53	199.08	209.91	140.28
Average number of days in final action	59.27	77.59	41.76	41.21	30.73	28.02
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	208.60	161.00	181.53	208.90	215.32	149.47
Average number of days in final action	61.92	49.77	25.00	30.13	24.81	8.89
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	240.50	137.82	151.55	185.52	191.74	134.54
Average number of days in final action	57.24	100.19	51.19	54.00	37.10	42.38





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>												
	<b>Previous Fiscal Year Data</b>										<b>July 2021 Thru September 2021</b>		
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>				
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
<b>Total Number Findings</b>	0		1		0		0		0		0		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	0	0	1	100	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	
<b>Disciplinary Action</b>													
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	
<b>Harassment</b>													
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	
<b>Reassignment</b>													
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	1	100	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
<b>Other - User Define</b>												
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
<b>Findings After Hearing</b>	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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
<b>Disciplinary Action</b>												
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





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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>July 2021 Thru September 2021</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total complaints from previous Fiscal Years	28	30	39	48	39	28						
Total Complainants	27	29	38	43	35	26						
<b>Number complaints pending</b>												
Investigation	0	0	0	1	1	0						
ROI issued, pending Complainant's action	1	0	0	0	0	0						
Hearing	23	30	36	40	35	26						
Final Agency Action	4	0	3	6	4	2						
Appeal with EEOC Office of Federal Operations	39	52	64	69	81	7						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>July 2021 Thru September 2021</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	3	0	0	0						