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

## FSIS (includes sub-level offices)

For 4th Quarter 2023 for period ending September 30, 2023

			Compar	ative Data		
Part 1 Complaint Activity		Pı	revious Fiscal Year Da	ta		2022 Th 00 20
	2018	2019	2020	2021	2022	2023 Thru 09-30
Number of Complaints Filed	54	58	55	52	41	41
Number of Complainants	54	56	53	50	40	39
Repeat Filers	0	2	2	2	1	2

Doub 2 Consulatints by Doub						
Part 2 Complaints by Basis		P	revious Fiscal Year D	ata		2022 Th
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 09-30
Race	23	23	21	19	15	16
Color	11	12	8	4	4	8
Religion	3	8	3	0	2	7
Reprisal	29	41	26	20	24	19
Sex	17	24	20	14	7	13
PDA	1	1	0	0	1	0
National Origin	7	12	11	7	5	5
Equal Pay Act	0	2	0	0	0	2
Age	19	18	17	14	7	9
Disability	21	23	17	22	18	17
Genetics	0	0	0	0	0	2
Non-EEO	0	5	5	2	4	4

Part 3 Complaints By Issue			Compar	ative Data		
Note: 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. The 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:			2023 Thru 09-30			
Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.	2018	2019	2020	2021	2022	_
Appointment/Hire	0	0	1	1	0	1
Assignment of Duties*	2	4	6	4	0	0
Awards	1	2	0	2	1	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action		•	•	1	1	
Demotion	0	0	0	0	0	0
Reprimand**	1	5	6	3	0	0
Suspension	4	8	6	7	3	7
Removal	1	5	5	3	0	4
Other Disciplinary Actions**	0	0	0	0	0	11
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	1	0	0	0
Perf. Eval./ Appraisal	10	5	5	7	7	4
Examination/Test	0	0	0	0	0	0
Harassment					1	1
Non-Sexual	35	38	35	24	13	22
Sexual	3	1	3	1	1	3
Medical Examination	0	1	0	0	1	0
Pay including overtime	0	1	0	1	0	3
Promotion/Non-Selection	6	13	7	8	6	6
Reassignment			1	<u> </u>	l.	1
Reassignment: Denied/Directed	1	0	1	0	0	1
Directed	6	7	3	6	0	5
Reasonable Accommodation Disability	10	11	5	10	5	5
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	7	2
Retirement*	1	1	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	3	2	1	1	1
Termination	7	4	3	2	1	7
Terms/Conditions of Employment*	6	17	8	3	0	0
Time and Attendance	11	17	9	7	3	10
Training	2	1	1	1	0	4
Other Terms/Conditions of Employment*	0	0	0	0	0	8
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

	Comparative Data										
Part 4 Processing Time		Pr	evious Fiscal Year Da	ta		2022 Thur. 00 20					
	2018	2019	2020	2021	2022	2023 Thru 09-30					
Complaints pending during fiscal year											
Average number of days in investigation	170.53	199.08	209.91	140.28	151.9	148.19					
Average number of days in final action	41.76	41.21	30.73	28.02	37.77	101.08					
Complaints pending during fiscal year where hea	ring was requested										
Average number of days in investigation	181.53	208.9	215.32	149.47	174.85	160.59					
Average number of days in final action	25.0	30.13	24.81	8.89	14.55	13.00					
Complaints pending during fiscal year where hea	ring was not requested										
Average number of days in investigation	151.55	185.52	191.74	134.54	140.42	133.68					
Average number of days in final action	51.19	54.0	37.1	42.38	62.21	149.32					

			Compara	ative Data		
Part 5 Complaints Dismissed by Agency		Pre	vious Fiscal Year	Data		
	2018	2019	2020	2021	2022	2023 Thru 09-30
Part 5 Complaints Dismissed by Agency	9	5	14	2	3	3
Average days pending prior to dismissal	15	15	24	31	41	82.33
	Complaints Withd	rawn by Complair	nants	•		
Total Complaints Withdrawn by Complainants	3	6	4	4	3	1

	Comparative Data												
Dart & Total Final Agancy Actions Finding Discrimination				Prev	ious Fis	cal Year	Data				202	3 Thru	
Part 6 Total Final Agency Actions Finding Discrimination	20	2018		2019		)20	20	021	20	)22	09	9-30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		5		
Without Hearing	0	0	0	0	0	0	0	0	0	0	5	100	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0	

Part 7 Finding of Discrimination Rendered by	Comparative Data													
Basis				Pr	evious Fis	cal Year Da	ıta				2023	3 Thru		
Note: Complaints can be filed alleging multiple bases.	20	018	20	2019		2020		2021		022	09	9-30		
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	0		0		0		0		0		5			
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00		
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	20.00		
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00		
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	1	20.00		
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	40.00		
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		

Findings After Hearing	О		0		0		О		0		О	
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
Finding Without Hearing	0		0		0		0		0		5	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00

I	I	I	I	I	I	I	I	I	I	I	I	I
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	20.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00
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	1	20.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	40.00
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

Starting in FY2022, issues marked with:

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

The 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 for the current FY starting in FY2023.

	Comparative Data												
Dout O Finding of Discrimination Dandoved by Jesus				Previ	ous Fisc	cal Yea	r Data		_		2023 T	hru 09-30	
Part 8 Finding of Discrimination Rendered by Issue	20	18	20	)19	20	20	20	21	20	22			
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		5		
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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0	
Other 2**	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				•							•		
Sexual	0	0	0	0	0	0	0	0	0	0	1	20	
Non-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	2	40	
Reassignment	•	•	•		•	•	•	•	•	•	•	•	
Reassignment: Denied/Directed	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	1	20	
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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	20	
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	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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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		•		•	•	•	•	•				•
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-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		•		•	•	•	•	•	1			•
Reassignment: Denied/Directed	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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	0	0
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*	İ	0	0	0		T .	T .	Ī		Ī	l	

Findings Without Hearing	0		0		0		0		0		5	
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	<b>I</b>	ļ.		!	ļ	ļ.	<u> </u>	ļ	<u> </u>	<u>I</u>	ļ.	<u> </u>
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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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		<u>I</u>			<u>I</u>	I	I	l	<u> </u>	l	<u>I</u>	<u>I</u>
Sexual	0	0	0	0	0	0	0	0	0	0	1	20
Non-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	2	40
Reassignment												
Reassignment: Denied/Directed	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	1	20
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 Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	20
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

Part 9 Complaints Pending from Previous Fiscal Years By Status		Comparative Data							
		Previous Fiscal Year Data							
	2018	2019	2020	2021	2022	09-30			
Total complaints from previous Fiscal Years	39	48	39	28	16	10			
Total Complainants	38	43	35	26	16	10			
Number complaints pending	•	•			•				
Investigation	0	1	1	0	0	0			
ROI issued, pending Complainant's action	0	0	0	0	0	0			
Hearing	36	40	35	26	11	9			
Final Agency Action	3	6	4	2	3	0			
Appeal with EEOC Office of Federal Operations	64	69	81	7	19	12			

Part 10 Complaint Investigations	Comparative Data						
		2023 Thru					
	2018	2019	2020	2021	2022	09-30	
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	0	1	0	