

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

FSIS

For 2nd Quarter 2024 for period ending March 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	58	55	52	41	41	24
Number of Complainants	56	53	50	40	39	22
Repeat Filers	2	2	2	1	2	1

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2019	2020	2021	2022	2023	
Race	23	21	19	15	16	8
Color	12	8	4	4	8	9
Religion	8	3	0	2	7	4
Reprisal	41	26	20	24	19	10
Sex	24	20	14	7	13	7
PDA	1	0	0	1	0	0
National Origin	12	11	7	5	5	11
Equal Pay Act	2	0	0	0	2	0
Age	18	17	14	7	9	5
Disability	23	17	22	18	17	7

Genetics	0	0	0	0	2	0
Non-EEO	5	5	2	4	4	3

Part 3 Complaints By Issue	Comparative Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> <i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i> <i>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.</i>	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Appointment/Hire	0	1	1	0	1	1
Assignment of Duties*	4	6	4	0	0	0
Awards	2	0	2	1	1	2
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	5	6	3	0	0	0
Suspension	8	6	7	3	7	3
Removal	5	5	3	0	3	1
Other Disciplinary Actions**	0	0	0	0	11	7
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	0	0	0	0
Perf. Eval./ Appraisal	5	5	7	7	4	1

Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	38	35	24	13	23	15
Sexual	1	3	1	1	2	0
Medical Examination	1	0	0	1	0	0
Pay including overtime	1	0	1	0	3	2
Promotion/Non-Selection	13	7	8	6	6	3
Reassignment: Denied/Directed	0	1	0	0	1	0
Directed	7	3	6	0	5	3
Reasonable Accommodation Disability	11	5	10	5	5	4
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	7	2	0
Retirement*	1	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	2	1	1	1	1
Termination	4	3	2	1	8	5
Terms/Conditions of Employment*	17	8	3	0	0	0
Time and Attendance	17	9	7	3	11	5
Training	1	1	1	0	4	2
Other Terms/Conditions of Employment*	0	0	0	0	8	7
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

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 03-31	
	2019		2020		2021		2022		2023			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		5		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	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	1	20.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	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	1	20.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	2	40.00	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

Findings After 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

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.

[illegible]

[illegible]

[illegible]

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	48	39	28	16	10	20
Total Complainants	43	35	26	16	10	20
Number complaints pending						
Investigation	1	1	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	40	35	26	11	9	19
Final Agency Action	6	4	2	3	0	0
Appeal with EEOC Office of Federal Operations	69	81	7	19	13	14

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	1