

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

FSIS (includes sub-level offices)

For 3rd Quarter 2024 for period ending June 30, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Number of Complaints Filed	58	55	52	41	41	48
Number of Complainants	56	53	50	40	39	42
Repeat Filers	2	2	2	1	2	5

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
<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	16
Color	12	8	4	4	8	15
Religion	8	3	0	2	7	8
Reprisal	41	26	20	24	19	27
Sex	24	20	14	7	13	15
PDA	1	0	0	1	0	0
National Origin	12	11	7	5	5	20
Equal Pay Act	2	0	0	0	2	1
Age	18	17	14	7	9	7
Disability	23	17	22	18	17	15
Genetics	0	0	0	0	2	0
Non-EEO	5	5	2	4	4	5

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 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 06-30
	2019	2020	2021	2022	2023	
	0	1	1	0	1	
Appointment/Hire	0	1	1	0	1	2
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

Part 3 Complaints By Issue	Comparative Data					
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><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 accommodates both Reassignment: Denied/Directed and the second row has been deprecated for the current FY starting in FY2023.</i></p>	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	5	6	3	0	0	0
Suspension	8	6	7	3	7	5
Removal	5	5	3	0	3	4
Other Disciplinary Actions**	0	0	0	0	11	13
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	27
Sexual	1	3	1	1	2	1
Medical Examination	1	0	0	1	0	1
Pay including overtime	1	0	1	0	3	6
Promotion/Non-Selection	13	7	8	6	6	6
Reassignment						
Reassignment: Denied/Directed	0	1	0	0	1	0
Directed	7	3	6	0	5	6
Reasonable Accommodation Disability	11	5	10	5	5	6
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	7	2	1
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	10
Terms/Conditions of Employment*	17	8	3	0	0	0
Time and Attendance	17	9	7	3	11	13
Training	1	1	1	0	4	2
Other Terms/Conditions of Employment*	0	0	0	0	8	15
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 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	199.08	209.91	140.28	151.9	148.19	133.23
Average number of days in final action	41.21	30.73	28.02	37.77	101.11	24.23
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	208.9	215.32	149.47	174.85	160.59	139.00
Average number of days in final action	30.13	24.81	8.89	14.55	13	10.27
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	185.52	191.74	134.54	140.42	133.68	134.00
Average number of days in final action	54.0	37.1	42.38	62.21	149.32	34.88

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	5	14	2	3	3	4
Average days pending prior to dismissal	15	24	31	41	82.33	59.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	6	4	4	3	1	2

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 06-30	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		5		0	
Without Hearing	0	0	0	0	0	0	0	0	5	100	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 06-30	
	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	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	1	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	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	1	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	2	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

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 06-30	
	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.	#	%	#	%	#	%	#	%	#	%	#	%
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
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		5		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	1	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	1	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	1	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	1	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	2	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

**** are reported under Other Disciplinary Actions.**

[illegible]

[illegible]

[illegible]

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	48	39	28	16	10	15
Total Complainants	43	35	26	16	10	15
Number complaints pending						
Investigation	1	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	40	35	26	11	9	12
Final Agency Action	6	4	2	3	0	2
Appeal with EEOC Office of Federal Operations	69	81	7	19	13	15

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 06-30
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	0