



Food Safety and Inspection Service
U.S. DEPARTMENT OF AGRICULTURE

Fiscal Year 2021 Management Directive 715 Overview



Protecting Public Health and Preventing Foodborne Illness

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USDA Food Safety and Inspection Service

For period covering October 1, 2020 to September 30, 2021

PART A
Department
or Agency
Identifying
Information

1. Agency	1. USDA Food Safety and Inspection Service
1.a 2nd level reporting component	
2. Address	2. 1400 Independence Avenue, SW,
3. City, State, Zip Code	3. Washington, DC 20250
4. Agency Code 5. FIPS code(s)	4. AG37 5. 11001

PART B
Total
Employment

1. Enter total number of permanent full-time and part-time employees	1. 8898
2. Enter total number of temporary employees	2. 146
3. TOTAL EMPLOYMENT [add lines B 1 through 2]	4. 9044

PART C

Agency Official(s) Responsible
For Oversight of EEO
Program(s)

Title Type	Name	Title
Head of Agency	Paul Kiecker	Administrator
Head of Agency Designee	Terri Nintemann	Deputy Administrator
Principal EEO Director/Official	Angela E. Kelly	Director
Affirmative Employment Program Manager	Angela E. Kelly	Director
Complaint Processing Program Manager	Angela E. Kelly	Director
Diversity & Inclusion Officer	Angela E. Kelly	Director
Hispanic Program Manager (SEPM)	Denise Lauletta	Consumer Safety Inspector
Women's Program Manager (SEPM)	Tisha Lighty-Cain	Consumer Safety Inspector
Disability Program Manager (SEPM)	Robinson Rodgers	DVM-SPHV
Special Placement Program Coordinator (Individuals with Disabilities)	Shonda Moore	HR Specialist
Reasonable Accommodation Program Manager	Julaine McCabe/Benjamin Tate	Human Resources Specialist/RA Advisor
Anti-Harassment Program Manager	Kesha Rawlings	Workplace Violence Prevention & Response Program
ADR Program Manager	Angela E. Kelly	Director
Principal MD-715 Preparer	Damali Carr	Equal Employment Specialist

For period covering October 1, 2020 to September 30, 2021

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	Country	Agency Code
EEOC FORMS and Documents	Required	Uploaded	
Anti-Harassment Policy and Procedures	Y	Y	
EEO Policy Statement	Y	Y	
Organization Chart	Y	Y	
Reasonable Accommodation Procedure	Y	Y	
Personal Assistance Services Procedures	Y	Y	
Agency Strategic Plan	Y	Y	
Alternative Dispute Resolution Procedures	Y	Y	
Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey	N	N	
Disabled Veterans Affirmative Action Program (DVAAP) Report	N	N	
EEO Strategic Plan	N	Y	
Diversity Policy Statement	N	N	
Federal Equal Opportunity Recruitment Program (FEORP) Report	N	N	
Human Capital Strategic Plan	N	N	

EXECUTIVE SUMMARY: MISSION

Part E.1 - Executive Summary: Mission

The Food Safety and Inspection Service (FSIS) is the public health agency in USDA whose mission is to protect the public's health by ensuring the safety of the Nation's commercial supply of meat, poultry, and egg products. FSIS ensures food safety through the authorities of the Federal Meat Inspection Act, the Poultry Products Inspection Act, and the Egg Products Inspection Act, as well as humane animal handling through the Humane Methods of Slaughter Act.

FSIS employs 9,044 employees and 14 Public Health Service (PHS) Commission Corp Officers; majority of the employees are assigned to one of the ten districts or three laboratories that are located throughout the United States. In support of the Agency's mission, FSIS employees are primarily responsible for inspecting meat, poultry, and egg products to ensure the products are safe, wholesome, and properly labeled.

FSIS STRUCTURE AND ORGANIZATION

FSIS is comprised of the Office of the Administrator (OA) and eleven program areas. OA is responsible for providing oversight with respect to carrying out the full mission of the Agency, to include all inspection, regulatory, and non-regulatory activities. OA is also responsible for ensuring that FSIS accomplishes the goals and objectives in its Strategic Plan. OA represents the Agency to the Office of Food Safety.

Subordinate components directly aligned under OA: The following two offices are directly aligned under OA and report directly to the Agency Head:

- Civil Rights Staff (CRS): Responsible for providing advice, guidance, and assistance for all aspects of the Agency's Equal Employment Opportunity (EEO) and Civil Rights (CR) programs. The CRS also ensures that programs are administered in accordance with applicable EEO/CR laws and regulations. These programs include, but are not limited to: complaints management, Alternative Dispute Resolution (ADR), affirmative employment, and special emphasis. CRS also ensures the fair and equal treatment of internal and external customers, regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, genetic information, or reprisal.
- Internal Affairs (IA): Responsible for conducting investigations of employee misconduct and for performing inquiries related to allegations of fraud, waste and mismanagement of Agency programs. IA also coordinates Office of the Inspector General, whistleblower, and hotline referrals on behalf of FSIS.

Program Areas in FSIS: Below are the eleven Program Areas within FSIS:

- Office of the Chief Financial Officer (OCFO): Responsible for budget and financial management in FSIS. OCFO leads development of financial policy, manages accounting systems and financial reporting to support FSIS' public health objectives.
- Office of the Chief Information Officer (OCIO): Responsible for information technology and information management for FSIS. OCIO develops, oversees and implements strategies that improve the efficiency, security and performance of FSIS business technologies, information systems and processes to protect public health.
- Office of Employee Experience and Development (OEED): Responsible for employee development, education and training programs designed to ensure public health and food safety through both inspection and enforcement. OEED is also responsible for employee engagement activities such as i-Impact, the Federal Employee Viewpoint Survey, and the Administrator's Awards for Excellence throughout FSIS.

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EXECUTIVE SUMMARY: MISSION

- Office of Field Operations (OFO): Responsible for managing and administering the nation's meat, poultry and egg products inspection and verification program. Organized into 10 District Offices nationwide, OFO carries out FSIS' food safety mission in processing and slaughter facilities across the country. OFO is also responsible for managing all certification work including export verification.
- Office of Investigation, Enforcement and Audit (OIEA): Conducts surveillance and investigation of regulated and in-commerce meat, poultry, and egg products facilities; conducts investigation of foodborne illness outbreaks; responds to natural disasters and intentional contamination events; executes and applies enforcement of FSIS criminal, civil and administrative sanctions and authorities; verifies that state meat and poultry programs are conducted in a manner at least equal to the federal program; and verifies that meat, poultry and egg products imported into the United States are produced under equivalent standards. OIEA is also responsible for defending the Agency before third parties concerning complaints of discrimination, appeals of adverse actions, and unfair labor practice charges.
- Office of Management (OM): Delivers a full range of human resources and administrative management services to FSIS. OM's HR portfolio spans across the human capital lifecycle, including talent acquisition and sustainment, performance management, workforce planning, personnel suitability and employee/labor relations. OM's administrative management portfolio includes acquisition management, real property and fleet management, supply management, safety, physical security and information management services. Additionally, the Significant Incident Preparedness and Response Staff (SIPRS) develops and coordinates all FSIS activities to prevent, prepare for, respond to and recover from significant incidents. The SIPRS portfolio is comprised of food defense, emergency management, and continuity of operations.
- Office of Planning, Analysis, and Risk Management (OPARM): Supports food safety and protects public health through strategic planning, evaluation, data analysis and visualization, as well as enterprise risk management and internal controls Agency-wide.
- Office of Policy, and Program Development (OPPD): Responsible for developing and publishing all Agency policy. OPPD also develops and publishes all instructions to the field necessary to implement policy. In addition, OPPD develops guidance for industry to ensure industry understands Agency policy. OPPD also reviews and approves labels of product under FSIS jurisdiction and reviews and approves new technologies and ingredients for such product. Finally, OPPD provides administrative oversight for the Agency's National Advisory Committee on Meat and Poultry Inspection, which operates under the Federal Advisory Committee Act.
- Office of Public Affairs and Consumer Education (OPACE): Ensures that the Agency's food safety information reaches external stakeholders, public health partners and all Agency employees. OPACE works to inform the public, members of Congress and USDA regulated industries of vital food safety policies or changes and assesses the impact and effectiveness of messaging and education efforts on public health.
- Office of Public Health Science (OPHS): Responsible for collecting, analyzing and reporting scientific information. OPHS scientists develop science-based, and data driven advice and recommendations (including risk assessments) for use by Agency decision makers. OPHS oversees three Field Service Laboratories, which analyze samples collected from FSIS regulated products nationwide to monitor for pathogens, chemical residues, allergens, species verification and more. OPHS also provides administrative oversight for one of the Agency's advisory committees, the National Advisory Committee on Microbiological Criteria for Foods, which operates under the requirements of the Federal Advisory Committee Act.

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- Office of International Coordination (OIC): Oversees and coordinates all of the Agency's international activities related to public health and food safety, implementing the Agency's international strategic objectives and formulating international policies and programs. OIC also represents FSIS in contacts with other U.S. government agencies and foreign governments on technical issues pertaining to the import and export of meat, poultry and egg products to promote the safe international trade of these products.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

Part E.2 - Executive Summary: Essential Elements A - F

Essential Element A: Demonstrated Commitment from Agency Leadership

The Agency issues annual policy statements:

- On an annual basis, the Secretary of Agriculture issues policy statements to the USDA workforce. Once they are issued, the Agency Head distributes these policies to the FSIS workforce, and in doing so, reinforces the commitment to ensuring that the Agency is a discrimination and harassment-free workplace. During FY 2021, the Agency issued two policy statements to the workforce: (1) an EEO policy statement; and (2) an anti-harassment policy statement. In accordance with EEOC guidelines, the harassment policy statement included the following principles:
Harassment is unwelcome conduct based on race, color, national origin, religion, sex, disability, age, genetic information, sexual orientation, marital status, familial and/or parental status, income derived from a public assistance program, political beliefs, or gender identity.
Harassment becomes unlawful when tolerating the offensive conduct becomes a condition of continued employment, or the conduct is sufficiently severe or pervasive to create a work environment a reasonable person would consider intimidating, hostile, or abusive.
Retaliation against an individual for reporting harassment or because of an individual's involvement in an inquiry related to such will not be tolerated.

The Agency communicated EEO policies and procedures to all employees:

- The Agency ensures that all policies and procedures, to include EEO/CR laws, EEO complaints process, Reasonable Accommodation (RA) procedures, and the Alternative Dispute Process (ADR) process, are communicated to all employees. They are communicated through several means: instructing supervisors and managers to ensure that they are prominently posted in conspicuous places in work units; distributing the policies and procedures to the workforce through the Agency's weekly newsletter, *Food for Thought*; and distributing the policies and procedures during annual Title VII compliance reviews. Further, the policies are posted on the Civil Rights Staff's website; specifically, they can be found at the following external Agency website: [Civil Rights | Food Safety and Inspection Service \(usda.gov\)](https://www.usda.gov/civil-rights).
- The Civil Rights Staff (EEO Director, EEO Practitioners, and Mediators) is responsible for the day-to-day implementation of the Agency's EEO programs. Further, the Agency's Special Emphasis Program Managers (SEPM) are an integral part of the Agency's overall EEO goals and objectives. The Agency's SEPMs are actively involved in various initiatives aimed at educating the workforce. The link for the Civil Rights Staff and a listing of the Agency's SEPMs can be found at the following website: [Civil Rights | Food Safety and Inspection Service \(usda.gov\)](https://www.usda.gov/civil-rights).
- RA and Personal Assistant Services (PAS) procedures are issued by USDA; however, the Agency also issued a directive that provides Agency specific guidance, resources, and information to employees. The RA and PAS procedures were approved by the EEOC and issued to all USDA employees in FY 2021.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- The Agency utilizes several methods to inform employees of their rights and responsibilities pursuant to the EEO process; anti-harassment, ADR, RA programs; and behaviors that could result in discipline. These methods include, but are not limited to, training, postings, brochures, and other communications such as email messages, and information that is provided during the informal complaint process. With respect to training, during FY 2021, the Agency delivered training on topics such as Overview of the EEO process, Anti-Harassment, Hidden Disabilities, Management Directive 715 (MD-715), Overview of ADR Services, RA, and training on conduct and discipline.

The Agency assesses and ensures EEO principles are part of its culture:

- The Agency developed and implemented an achievement award program that recognizes and rewards employees for outstanding accomplishments that support the Agency's mission, operations, workforce, and contributions to EEO/CR and diversity. Further, on an annual basis, the Administrator's Awards for Excellence recognizes employees, supervisors, managers, and teams for their exceptional accomplishments in various categories, to include diversity and inclusion. The Administrator's Award is the highest recognition an employee can receive within the Agency. In FY 2021, the Agency established the Model EEO Advisory Committee Award. This award recognized the work unit that demonstrated excellence in informing and/or educating their unit's employees or the Agency as a whole, with respect to EEO/CR and diversity and inclusion. The Agency's newsletter, *Food for Thought*, also highlights the accomplishments of Agency employees on a weekly basis. The Civil Rights Staff also provides positive feedback, accolades, and other sentiments of appreciation to Agency employees for their contributions to EEO/CR.
- The Agency utilizes annual Title VII compliance reviews, information from EEO complaints, and the Federal Employee Viewpoint Survey (FEVS) to glean information regarding employees' perceptions of their work environment as it relates to EEO/CR. During FY 2021, the administration of the FEVS was delayed and as a result, no information was available from the surveys. However, in FY 2021, the Agency conducted five Title VII compliance reviews that included a climate assessment of the work units that were reviewed. The results of the compliance reviews and information from EEO complaints identified numerous areas of concern by employees; they include topics such as discrimination, harassment, reprisal, awards, promotions, separations, and training. The information gathered from the reviews as well as complaint data was communicated to the management officials along with recommendations to address areas of concern, where appropriate.

Essential Element B: Integration of Equal Employment Opportunity into the Agency's Strategic Mission

The Agency's reporting structure ensures a successful EEO program:

- EEO/CR is incorporated into Goal 3 of the Agency's *FY 2017 - FY 2021 Strategic Plan*, which states: "*Maintain a Well-Trained and Engaged Workforce*," and more specifically, Outcome 3.1.3 "*Ensure Equal Opportunity and a Diverse and Inclusive Environment*." Under this measure, the Agency focused on increasing employees' participation in the ADR process specifically, the acceptance rate (percentage) of ADR offers at the informal and formal stages of the EEO complaint process.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- The Agency's Civil Rights Director has access to the Agency Head through several means: (1) reporting directly to the Agency Head; (2) attendance at weekly meetings with Agency officials where a myriad of topics such as personnel, budget, and workforce issues are discussed; and (3) attending ad-hoc meetings as necessary to discuss various subjects and issues as they arise. The Civil Rights Director also communicates directly with the Agency Head and senior Agency officials through email messages and telephonic discussions, as necessary. On a monthly basis, the Director meets with the Under Secretary, Agency Head, and Deputy Administrator to discuss the Agency's EEO program and compliance with the EEOC requirements. Further, on an annual basis, Agency leadership is briefed on the "State of the Agency;" the briefing covers all components of the Agency's MD-715 report to include an analysis of the Agency's overall workforce; underrepresentation with respect to the mission critical occupations; and proposed actions to address barriers to underrepresentation.
- The Agency's Civil Rights Staff conducts Civil Rights Impact Analyses (CRIA) on proposed Agency action (e.g., policies, rules, reorganizations, realignments). CRIAs are conducted to determine if the proposed action would adversely and/or disproportionately impact employees or customers based on their membership in one or more of the protected groups. CRIAs also provide mitigating strategies to offset any adverse impact found in the analysis.

The Agency has sufficient budget and staffing:

- On an annual basis, the Civil Rights Staff is allocated sufficient funding and staffing to successfully carry out various activities. The budget enables the staff to perform numerous EEO/CR activities, to include: (1) conducting annual Title VII reviews of various Agency work units; (2) conducting workforce a comprehensive workforce analysis wherein specific barriers and triggers are identified; (3) timely processing informal and formal EEO complaints; (4) timely conducting ADR-related services; (5) providing EEO training to employees, supervisors, and managers; (6) administering an effective SEP; and (7) ensuring the Agency is in compliance with orders issued by the EEOC.
- EEO practitioners within the Agency are sufficiently trained to carry out the duties and responsibilities of their positions. In an effort to keep abreast of the latest information pertaining to EEO/CR, staff members attend conferences, webinars, audio conferences, and other training related to a variety of EEO and civil rights subjects on an annual basis. The staff also receives the required annual EEO counseling and mediator refresher training.
- The Agency utilizes uniform performance plans for all EEO practitioners and ensures that their duties and responsibilities are clearly defined in the performance standards. Uniform performance plans are also in place for non-EEO professionals (both bargaining unit and non-bargaining unit positions). These plans include pre-written performance expectations for EO/CR duties and responsibilities. Supervisors are required to discuss the plans with employees on a quarterly basis.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

The Agency trains and involves managers in the implementation of its EEO program:

- Managers and supervisors who are new to the Agency are required to take EEO/CR training within one year of their appointment in order to understand their responsibilities under civil rights laws. Thereafter, supervisors and managers receive refresher training on an annual basis. Training provided to managers and supervisors include anti-harassment, RA, overview of the EEO process, ADR, and reprisal. Information on the EEO complaint process is also posted on the internet at: [Civil Rights | Food Safety and Inspection Service \(usda.gov\)](https://www.usda.gov/civil-rights).

Essential Element C: Management and Program Accountability

The Agency conducts regular internal audits of its component and field offices:

- The Agency's policies and practices are monitored through Title VII compliance reviews of headquarters and field work units. The reviews are conducted annually, on a rotational basis, or when a need is identified (e.g., excessive complaint activity, request by management). The reviews include: (1) a workforce analysis; (2) an assessment of internal procedures and practices; (3) an analysis of EEO complaint activity for a 3-year period; (4) a climate assessment survey; and (5) a facility assessment. Once the reviews are completed, findings and recommendations are issued; corrective action plans are also developed to address areas where deficiencies were noted. The Civil Rights Staff monitors implementation of the recommendations and ensures compliance. The work units are deemed compliant, and the review is closed if and when the recommended actions are completed.

The Agency has established procedures to prevent all forms of discrimination:

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- In keeping with the EEOC requirement, the Agency's anti-harassment program is not a part of the Civil Rights Staff; the program is a part of the Agency's Workplace Violence Prevention and Response Program (WVPRP). The WVPRP is available to all employees who believe that they have been subjected to any form of harassment in the FSIS workplace, regardless of whether or not the alleged harassment is related to membership of one or more of the protected categories. The Civil Rights Director has no involvement in the day-to-day operations of the anti-harassment program; however, the WVPRP and Civil Rights Staff work closely to ensure that the WVPRP is kept apprised of EEO complaints alleging harassment and to ensure the Civil Rights Staff is made aware of any harassment complaints where EEO claims are involved. The Agency is in the process of developing anti-harassment procedures that fully outline the process for all parties involved (complainants, supervisors, managers, Civil Rights Staff, WVPRP, Internal Affairs, and Labor and Employment Relations Division (LERD)) during the processing of an allegation of harassment. The procedures will be separate from the EEO complaint process and will require that all allegations of harassment be addressed promptly in order to prevent or eliminate the conduct before it rises to the level of unlawful harassment. The procedures will continue to ensure that there is a firewall between the Civil Rights Staff and WVPRP to avoid a conflict of interest.
- In accordance with FSIS Directive 4735.3, *Employees' Responsibilities and Conduct*, employees are placed on notice regarding appropriate standards of conduct in the FSIS workplace; the consequences for inappropriate workplace behavior; and instructions and resources for reporting such conduct. The directive is available on the FSIS website at: [Reporting Assault, Harassment, Interference, Intimidation or Threat - Revision 1, Amendment 1 | Food Safety and Inspection Service \(usda.gov\)](#).
- The Agency has an established RA program that processes all requests for accommodations and PAS. The RA program, which has two full-time RA Advisors, is part of the Agency's Human Resources component. USDA's Departmental Regulation 4300-008, *Reasonable Accommodations and Personal Assistance Services for Employees and Applicants with Disabilities* provides overall guidance for the implementation of the RA program.

The Agency ensures effective coordination between its EEO programs and Human Resources (HR) programs:

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- The Agency ensures effective coordination between its EEO and HR programs by regularly meeting and collaborating on MD-715 initiatives and affirmative action plans. The Civil Rights Director and the Chief Human Capital Officer (CHCO) meet weekly with the Agency's leadership team and at least annually to discuss the "State of the Agency". The HR offices residing under the CHCO work closely with the Civil Rights Staff during the completion of the MD-715 report to: (1) assess whether the Agency's personnel programs, policies, and procedures comply with EEOC requirements; (2) develop an affirmative action plan that addresses all deficiencies and barriers to EEO; and (3) ensure access to accurate and complete workforce data and other types of HR-related information. The Civil Rights Director also provides regular updates, and answers EEO-related questions during weekly Management Council meetings that are attended by the Agency's leadership team. The AskCRD@usda.gov mailbox is also available for employees, managers, and supervisors seeking guidance on EEO-related matters and questions. The mailbox is monitored by the Civil Rights Staff and responses are usually provided within 1 to 2 business days.

The Agency evaluates managers and supervisors on their efforts to EEO:

- In order to ensure management's commitment to EEO policies, principles, and programs, FSIS incorporates a standardized EO/CR measure into all supervisors' and managers' critical "General Supervision and Leadership" performance standard. The element sets performance expectations to ensure compliance with EEO requirements and involvement in implementing EEO programs that support MD-715 requirements. Further, all non-supervisory performance plans include EO/CR expectations in the "Mission Results" element.

The Agency ensures accountability for findings of discrimination:

- To further ensure accountability, the Agency utilizes USDA's table of penalties to address discriminatory misconduct. The LERD conducts accountability assessments on all findings of discrimination and settlement agreements. Where appropriate, Responsible Management Officials (RMO) are held accountable for their conduct through corrective and/or disciplinary action. Managers and supervisors are also informed about findings of discrimination through email communication. Additionally, the Agency reviews findings of discrimination against existing policies and procedures to determine any systemic or other issues or inconsistencies in the application of processes or procedures; systemic issues could potentially lead to a finding of discrimination.

Essential Element D: Proactive Prevention of Unlawful Discrimination

The Agency conducts a self-assessment on at least an annual basis that identifies areas where barriers may operate to exclude certain groups, and develops strategic plans to eliminate identified barriers:

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- On an annual basis, the Agency conducts a comprehensive analysis of the FSIS workforce to assist in identifying underrepresentation within protected groups. The analysis includes a review of employment and applicant demographic data, complaint data, feedback from the FEVS, and internal climate assessment surveys to identify barriers. Once barriers are identified, an affirmative action plan is developed to address them. The plan includes recruitment, retention, and career development strategies for the underrepresented race/sex categories and PWD. To ensure implementation and completion, the Agency tracks the progress of the action items on a quarterly basis and at year-end. The most recent plan is available on the FSIS website at: https://www.fsis.usda.gov/sites/default/files/media_file/2021-03/management-directive-715-report-fy2020.pdf.
- In addition to the barrier analysis, the Agency conducts CRIAs to determine if proposed Agency regulations and HR actions will adversely and/or disproportionately impact employees or customers based on protected status. CRIAs are conducted prior to the implementation of the proposed regulations or action; if adverse or disproportionate impact(s) is found from the proposed regulations or HR action, strategies to mitigate or eliminate them are provided.

Essential Element E: Efficiency

The Agency maintains an efficient, fair, and impartial complaint resolution process:

- The Agency oversees all steps of the informal EEO complaint process; the formal complaint process is managed by USDA's Office of the Assistant Secretary for Civil Rights (OASCR). However, FSIS assists with the EEO investigations portion of the process; this includes coordinating document requests for EEO investigations; submitting complaint files into the Federal Sector EEO Portal (FedSEP); implementing final orders and actions; and overall case monitoring to ensure complaints progress during the formal process.
- FSIS uses full-time permanent counselors to process all informal complaints. During case processing, counselors provide written notification of rights and responsibilities to all aggrieved parties. Work performed by the counselors is monitored for technical accuracy and to ensure timeframes are met in accordance with EEO requirements. Specific measures are also included in counselors' performance standards to ensure timely and appropriate processing of all informal complaints.
- The Agency maintains proper separation between its Civil Rights Staff and its defensive function. This function is provided by both the Enforcement Litigation Division and USDA's Office of General Counsel. This ensures a neutral EEO process and prevents the intrusion of the Agency's legal representation during the processing of EEO complaints (counseling, investigation, and final agency decisions). Legal sufficiency review of EEO reports of investigation is conducted by OASCR.

Alternative Dispute Resolution Program:

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- FSIS has an active ADR program that is used by supervisors, managers, and employees to assist in resolving workplace conflict and EEO complaints. The Agency has three certified mediators who conduct both EEO and non-EEO mediations (Early Intervention ADR). Supervisors and managers are required to participate in good faith in all ADR sessions. To remove perceptions of impartiality, Resolving Officials are designated at the senior executive (SES) level.
- Use of ADR during the informal and formal stages of the EEO process is tracked by the Agency as a part of the *FSIS FY 2017 – FY 2021 Strategic Plan; Goal 3: Achieve Operational Excellence; Outcome 3.1: Maintain a Well-Trained and Engaged Workforce; and Result 13: Ensure Equal Employment Opportunity, and a Diverse and Inclusive Environment*. In accordance with Outcome 3.1, the Agency measures ADR acceptances among Aggrieved Parties and Complainants annually. The Agency markets the ADR program to increase the participation by: (1) educating parties during the informal complaint process; (2) delivery of training; and (3) disseminating ADR brochures and promotional materials.
- Surveys are administered to participants at the end of each ADR sessions in order to solicit information regarding the ADR received and any adjustments as necessary. The resolution of complaints has not only assisted in reducing the Agency's formal complaint inventory, but it has also aided in addressing conflict in the workplace. FSIS' resolution rate has exceeded the resolution rates of both USDA and the Federal government.

The Agency has effective and accurate data collection systems in place to evaluate its EEO Program:

- USDA utilizes the USDA Civil Rights Enterprise System (CRES) (referred to as iComplaints), which is the system that sub-agencies are required to use. iComplaints enables the Agency to enter EEO complaint case information and track the complaint from the time it is initiated until it closes. The Agency utilizes the system on a daily basis and ensures that it contains the most recent case information. The system is also utilized to accurately analyze complaint activity and trends in order to complete annual reports such as the Federal EEO Statistical Report of Discrimination Complaints (EEOC Form 462), No FEAR Act, and MD-715. In addition, when needed, the Agency utilizes the system to prepare reports for Agency leadership, union officials, Agency representatives, and other officials who may have need for complaint information. The Agency also has the appropriate access to the EEOC's FedSep database. The Agency has successfully utilized this database to ensure that both the MD-715 and EEOC-462 reports are transmitted to the EEOC in a timely manner. Additionally, the Agency uses this database to timely retrieve orders from EEOC judges and ensure that hearing requests are processed.
- The Agency utilizes the National Finance Center (NFC) and Insight databases to collect, report, and analyze demographic data of the FSIS workforce. In addition, the USA Staffing system is used to assess hiring and applicant flow data. The HR office also maintains an automated tracking system for RA requests and dispositions and the WVPRP staff utilizes an automated tracking system to process and monitor all allegations of harassment, intimidation, threats, and workplace violence.

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- The Agency also offers its managers various Talent Management tools to assist with recruitment. These applications allow hiring officials to publicize vacancies to colleges and universities, to include minority serving institutions. Additionally, the applications include recruitment tracking features that allow the Agency to determine the effectiveness of its recruitment efforts.

The Agency identifies significant trends and best practices in its EEO programs:

- FSIS uses several methods to identify trends and/or best practices in EEO. These methods include analysis of complaint data on a routine basis; annual No FEAR Act trend analysis; and conducting annual barrier analyses, CRIAs, and Title VII compliance reviews. Once trends are identified, and if appropriate, actions are developed to address them. Once best practices are identified, they are disseminated to appropriate officials, personnel, etc., for implementation.
- In collaboration with other USDA agencies, during FY 2021, FSIS was part of several teams that worked on numerous EEO-related initiatives. These included: improving equity programs throughout USDA, developing barrier analyses methods and establishing USDA-wide RA procedures, anti-harassment procedures, and CRIA guidelines.

Essential Element F: Responsiveness and Legal Compliance

The Agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements:

- As noted previously, the Agency utilizes the iComplaints system to capture all complaint-related information. In addition, the system monitors adherence to regulatory timeframes in the various stages of the EEO process, to include the implementation of EEOC judges' orders and settlement agreements. The Agency has procedures in place to ensure that EEOC judges' decisions and settlement agreements (for both monetary and non-monetary reliefs) are implemented in accordance with the timeframes established in the orders or the settlement agreements. When judges' orders or settlement agreements are received by the Agency, the Civil Rights Staff coordinates the implementation of the orders and agreements with the appropriate office and monitors compliance. Monetary reliefs are processed by the OCFO. The OCFO has procedures in place to ensure that monetary reliefs are processed timely once they are received from the Civil Rights Staff. Once all orders and agreements have been implemented, the Civil Rights Staff has procedures in place to ensure that compliance reports are prepared and submitted to the appropriate office or to the EEOC. EEO Specialists are held accountable for the timely processing for EEOC orders and settlement agreements in their performance standards.

The Agency complies with the law, including EEOC regulations, management directives, orders and other written instructions:

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

- The Agency responds timely to all orders and requests for information from the EEOC. Timeframes are captured and tracked in the iComplaints system. The Agency also has a process in place to ensure the timely implementation and compliance of EEO issued orders. Part of this process involves responding to EEOC orders, hearing request notifications, or requests for reports of investigations within 5 calendar days or within the timeframe established by the EEOC. There have been no instances of untimely responses to EEOC orders or settlements and no remands or notices for failure to comply with any orders issued by EEOC.

The Agency annual accomplishments and EEO compliance to EEOC:

The Agency reports annual accomplishments and EEO compliance to the EEOC through the timely submission of the No FEAR Act, MD-715, and EEOC Form 462 reports, responses to technical assistance correspondence from the EEOC, as well as other reports as appropriate. Regarding legal compliance with EEO complaint processing, Agency's EEO practitioners are responsible for processing EEO complaints, to include ensuring timely compliance with settlement agreements, EEOC orders, and final Agency actions.

EXECUTIVE SUMMARY: WORKFORCE ANALYSES

Part E.3 - Executive Summary: Workforce Analyses

During FY 2021, the Agency's workforce totaled 9,044; this represented an increase of 245 employees when compared to 8,799 employees during FY 2020. Of the Race/Ethnicity groups, White females experienced the greatest increase (65) during FY 2021, followed by Black males with an increase of 40 employees from the previous fiscal year. All Race/Sex categories experienced increases, with the exception of Native Hawaiian or Other Pacific Islander (NHPI) females, who had no change from FY 2020 to FY 2021.

Figure 1:FSIS Total Workforce by Race/Ethnicity and Gender (Permanent and Temporary)

The resource of this report item is not reachable.

FY 2019 - FY2021 Trend Analysis

A 3-year trend analysis from FY 2019 to FY 2021 shows that the number of Agency employees increased by approximately 0.3%, from 9,015 to 9,044. The representation of females increased by approximately 0.85% during the 3-year period; however, their participation rate remained fairly steady at 46.89% in FY 2019 compared to 47.14% in FY 2021. The representation of males decreased by approximately -0.15% during the same period, and their participation was also stable at 53.11% in FY 2019 and 52.86% in FY 2021. As illustrated in Figure 2, the number of all employees decreased slightly in FY 2020, then increased in FY 2021. Despite the lower participation of female employees, females as a group were represented above the Civilian Labor Force (CLF) in FY 2021.[\[1\]](#)

Figure 2:FSIS Workforce, FY 2019-FY 2021

The resource of this report item is not reachable.

Further analysis of the various race/sex categories revealed underrepresentation of females (overall), Hispanic males and females, and White and Asian females from FY 2019 to FY 2021. Over this period, their respective participation rates were consistently below the CLF.[\[2\]](#) When applying a 10% variance [\[3\]](#) from the CLF, White females and Asian females were steadily below their CLF representations. In Figure 3, the 10% variance and underrepresentation of these groups are highlighted.

Figure 3:FSIS Workforce Below the CLF, FY 2019 - FY 2021

The resource of this report item is not reachable.

The representation of the following groups from FY 2019 to FY 2021 equaled or surpassed the CLF: males; American Indian or Alaska Native (AI/AN) females and males; Asian males; Black females and males; and NHPI females.

The representation on the FSIS workforce of Persons with Targeted Disabilities (PWTD) decreased from FY 2019 to FY 2021, from 3.12% in FY 2019 to 2.69% in FY 2021. However, during the three fiscal years, the Agency was above the EEOC's target participation rate of 2% (See Figure 4). In FY 2019, five PWTD were hired for permanent positions; in FY 2020, seven PWTD were hired for permanent positions; and in FY 2021, ten PWTD were hired for permanent positions. During all three years, PWTD were hired at rates both below their representation on the FSIS workforce and the EEOC participation rate. During the three fiscal years, FSIS' overall representation of Persons with Disabilities (PWD) was below the EEOC target participation rate of 12%.

USDA Food Safety and Inspection Service

For period covering October 1, 2020 to September 30, 2021

EXECUTIVE SUMMARY: WORKFORCE ANALYSES

Figure 4:FSIS PWTD and PWD Workforce Representation, FY 2019-FY 2021

The resource of this report item is not reachable.

With respect to the Agency's major occupations of Veterinary Medical Officer (VMO) (0701); Consumer Safety Inspector (CSI) (1862); and Food Inspector (FI) (1863), applying a 10% variance indicated the following:

- From FY 2019 to FY 2021, the representation of males as a group in the VMO occupation decreased from 54.14% to 51.45% (above the Relevant CLF(RCLF) of 39.30%); in CSI, male representation decreased from 59.75% to 57.84% (above the RCLF of 47.40%); and in FI, male representation decreased from 47.34% to 47.29% (below the RCLF of 57.50%);
- Over the same period, females as a group experienced increases in the VMO occupation, from 45.86% to 48.55% (below the RCLF of 60.70%), and in the CSI occupation, from 40.25% to 42.16% (below the RCLF of 52.60%). However, in the FI occupation, female representation decreased from 54.04% to 52.01% (above the RCLF of 42.50%);
- Hispanic males were consistently represented at or above the RCLF in all major occupations over this period with increased representation in CSI, from FY 2019 to FY 2021;
- Black males were consistently represented at or above the RCLF in all major occupations;
- Black females were consistently represented at or above the RCLF in all major occupations; and
- White females were consistently represented below the RCLF in all major occupations.

Figure 5 provides the participation rates from FY 2019 to FY 2021 for all race/sex categories for each of the major occupations; a 10% variance from the pertinent CLF was used. The groups that are underrepresented are highlighted in red and those that are overrepresented are highlighted in blue.

Figure 5:FY 2019 to FY 2021 FSIS Workforce Representation Compared to the RCLF

The resource of this report item is not reachable.

The resource of this report item is not reachable.

The resource of this report item is not reachable.

[1] Male representation was FY 2019, 52.86%; FY 2020, 52.93%; and FY 2021 53.11%. Their CLF was 51.80% over this period.

[2] The most current CLF data is from the 2018 Estimates from the Census.

[3] In accordance with USDA guidance, a 10% variance was used to determine the expected or proportional range for each race and sex category. Participation outside the range are considered disproportional to the benchmark.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

Part E.4 - Executive Summary: Accomplishments

Essential Element A: Demonstrated Commitment from Agency Leadership

The information below reflects the Agency's accomplishments under each element.

Essential Element A: Demonstrated Commitment from Agency Leadership

The Agency Issued Annual policy statements:

To re-enforce his commitment to equal employment opportunity and ensuring that FSIS is a discrimination and harassment-free workforce, on April 22, and May 18, 2021 respectively, the Agency Head issued the civil rights policy statement and the anti-harassment policy statement to the FSIS workforce. The policies focused on the following principles:

EEO for all employees and applicants for employment, regardless of their protected bases;

All Employees will have the freedom to compete on a fair and level playing field; EEO covers all personnel/employment programs, management practices, and decisions to include recruitment, hiring, transfer, reassignment, etc.; Harassment will not be tolerated, and the Agency will correct harassing conduct before it becomes severe or pervasive; and Reprisal against anyone who engaged in protected activity will not be tolerated and the Agency supports the rights of all employees to exercise their rights under the civil rights laws.

Upon issuance of the policies, managers and supervisors were instructed to prominently post them in their work units and periodically review their content with employees. The policies were also posted on the Civil Rights Staff's webpage at: [USDA & FSIS Civil Rights Policy Statements](#).

The Agency communicated EEO policies and procedures to all employees:

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

- During FY 2021, the Agency communicated EEO policies and procedures to employees through several means, they included: prominently displaying posters and policy statements in work units; posting policies on the Agency's Civil Rights Staff's website; and through training to employees, supervisors, and managers. With respect to training, employees were required to complete mandatory EEO/CR training entitled, "Ask CRS – Answers to your Frequently Asked Questions." The training focused on the Civil Rights Staff's mission; the basis of discrimination; information regarding religious accommodation, veteran's preference, age and national origin discrimination, reprisal, and use of official time for EEO purposes; and common EEO/CR questions. Over 95% of the workforce completed the training and 91% indicated they understood the training material.
- In FY 2021, USDA issued Departmental Regulation 4300-008, "Reasonable Accommodations and Personal Assistance Services for Employees and Applicants with Disabilities," to all USDA employees. The regulation established USDA's policy for providing reasonable accommodation to qualified individuals and personal assistance services for individuals with targeted disabilities. The policy was disseminated within FSIS and posted on the Agency's websites. The policy was accompanied by RA training that was mandatory for all employees. In total, 99% of FSIS employees completed the training.
- FSIS' anti-harassment program is aligned under the Agency's Workplace Violence Prevention and Response Program (WVPRP). FSIS Directive 4735.4 and FSIS Form 4735.4 provide guidance regarding reporting and processing a non-EEO-related claim of harassment. In accordance with EEOC requirements, both directives are posted on the Agency's website. The Agency is in the process of updating its anti-harassment procedures for reporting and processing non-EEO related harassment. Once updated, the procedures will be posted on the Agency's website. In FY 2021, 475 incidents were reported; 296 incidents were resolved; and 179 incidents were pending.

The Agency assesses and ensures EEO principles are part of its culture:

- The Administrator's Awards for Excellence recognizes employees, supervisors, and managers for their exceptional accomplishments in various categories, to include diversity and inclusion. A total of 71 employees were recognized for their accomplishments in FY 2021. In addition to the Administrator's Awards, during FY 2021, employees in the various work units were recognized for their day-to-day performance, special projects, and contributions to the mission of the Agency. In total the Agency disbursed over \$29M in awards recognition. The Agency also established the Model EEOAC award that recognized an outstanding EEOAC for their contributions to the success of the Agency's CR, EEO, and Diversity Programs. The award was presented to the work unit during the Virtual Diversity and Inclusion Conference. In addition, throughout FY 2021, the Civil Rights Staff provided positive feedback, accolades, and other sentiments of appreciation to Agency employees for their contributions to EEO/CR.

Essential Element B: Integration of Equal Employment Opportunity into the Agency's Strategic Mission

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

The Agency's reporting structure ensures a successful EEO program:

- In support of the Agency's mission and as reflected in the FY 2017- 2021 Strategic Plan, the following goal, outcome, and result measures related to EEO and Civil Rights were identified: **Goal 3: Achieve Operational Excellence**; **Outcome 3.1: Maintain a Well-Trained and Engaged Workforce**; and **Result 13: Ensure Equal Employment Opportunity, and a Diverse and Inclusive Environment**. In accordance with Outcome 3.1, the Agency measured: (1) the competency rates of employees who completed annual EEO/CR training; and (2) the percentage of employees who accepted ADR when it was offered during the formal and informal stages of the EEO complaint process. In FY 2021, 91% of employees met the EEO competency requirements by demonstrating an overall understanding of the mandatory training. With regards to the ADR measure, 68% of employees accepted ADR offers at the informal stage of the complaint process and 17% of employees accepted ADR offers at the formal stage of the complaint process.
- Following the issuance of Executive Order (EO) 13985, *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*, the Agency established an internal workgroup to support USDA's Racial Justice and Equity Working Group. FSIS' internal work group partnered and worked closely with the Office of the Assistant Secretary for Civil Rights (OASCR) and other USDA officials to implement the EO and advance USDA's collective equity efforts. The Agency's workgroup also supported EO 14035, *Diversity, Equity, Inclusion and Accessibility in the Federal Workforce*, issued on June 25, 2021. In response to this EO, the Agency conducted several self-assessments, in coordination with the Department, looking at the effectiveness of its programs that support and ensure diversity, equity, inclusion and accessibility within the FSIS workforce. The Agency will use the results of the self-assessments in FY 2022 to establish an Equity Action Plan to help further support the Department's working group and recent EOs as well as strengthen the Agency's EEO/CR and Diversity and Inclusion programs.
- To further support Outcome 3.1 and EO 14035, the Agency hosted a Virtual Diversity and Inclusion Conference during FY 2021. The Conference provided all FSIS employees the opportunity to receive training on diversity and inclusion, conflict management, health and wellness and various other topics. The Agency also hosted four virtual SEP observances (American Asian Pacific Islander Month; Lesbian, Gay, Bisexual, Transgender, Queer, + Pride Month; Women's History Month; and Hispanic Heritage Month) and published numerous articles geared at educating the workforce on EEO, civil rights, and diversity in various newsletters.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

- In FY 2021, the Agency's Civil Rights Director had access to the Agency Head through several means, specifically, the Director: (1) reported directly to the Agency Head; (2) attended weekly meetings with Agency officials where a myriad of topics such as personnel, budget, and workforce issues are discussed; and (3) attended ad-hoc meetings as necessary to discuss various subjects and issues as they arise. The Director also communicated directly with the Agency Head and senior Agency officials through email messages and telephonic discussions. On a monthly basis, the Director met with the Under Secretary, Agency Head, and Deputy Administrator to discuss the Agency's EEO program and compliance with the EEOC requirements. The Director and the Deputy Director also briefed Agency leadership on the "State of the Agency" as well as all components of the Agency's MD-715 report to include an analysis of the Agency's overall workforce; underrepresentation with respect to the mission critical occupations; and proposed actions to address barriers to underrepresentation.
- The Agency conducted three comprehensive CRIAs and reviewed 35 policies to determine if the proposed actions (e.g., policies, rules, reorganizations, realignments) would adversely and/or disproportionately impact employees or customers based on their membership in one or more of the protected groups. When appropriate, mitigating strategies were recommended to offset any possible adverse or disproportionate impact to members of any of the protected groups.

The Agency has sufficient budget and staffing:

- The Civil Rights Staff was allocated sufficient funding and staffing to successfully carry out its EEO/CR programs and activities in FY 2021. These programs and activities included: (1) five Title VII reviews of various work units; (2) a comprehensive workforce analysis; (3) process the Agency's portion of EEO complaints; (4) conduct ADR-related services; (5) provide EEO training to employees, supervisors, and managers; (6) administer an effective SEP; (7) complete all required reports; and (8) ensure compliance with orders issued by the EEOC. The allocated funds also ensured that EEO practitioners within the Agency, received annual training to sufficiently carry out the duties and responsibilities of their positions. EEO practitioners attended conferences, webinars, audio conferences, and other training related to EEO/CR topics.
- The Agency utilized uniform performance plans for all 14 full time EEO practitioners and ensured that their duties and responsibilities were clearly defined in their performance standards. During the rating year, the Civil Rights Staff supervisor met with EEO practitioners on a quarterly basis to discuss their performance plans and provide feedback on their performance. At the end of the rating cycle, employees were rated as either Fully Successful or Unacceptable. Uniform performance plans were also in place for non-EEO professionals (both bargaining unit and non-bargaining unit positions). These plans included pre-written performance expectations for EO/CR duties and responsibilities. Supervisors throughout the Agency were required to discuss the plans with employees on a quarterly basis and meet with the employees at the end of the rating cycle to discuss their final performance.

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

The Agency trains and involves managers in the implementation of its EEO program:

- At total of 219 managers and supervisors who were new to the Agency received mandatory training relating to EEO/CR, RA, ADR, employee conduct, anti-harassment, and effective communication and interpersonal skills in FY 2021. In addition, supervisors and managers who were with the Agency for two or more years completed experienced supervisors' training. Additional training was provided to managers and supervisors upon request and occurred during employee engagement meetings, leadership and supervisory conferences, and other work unit meetings.

Essential Element C: Management and Program Accountability

The Agency conducts regular internal audits of its component and field offices:

- The Agency monitored policies and practices during FY 2021 through Title VII compliance reviews of headquarters and field work units. The Agency conducted five compliance reviews of its work units (two headquarters and three field work units). Once the reviews were complete, reports that included findings and recommendations, were issued. Where appropriate, corrective actions plans were developed and will be monitored in FY 2022.

The Agency has established procedures to prevent all forms of discrimination:

- In keeping with the EEOC requirement that the Agency's anti-harassment program does not reside on the Civil Rights Staff; the program is part of the Agency's WVPRP, which is aligned under the Office of Management program area. The Civil Rights Director had no involvement in the day-to-day operations of the anti-harassment program; however, the WVPRP and Civil Rights Staff collaborated as needed to ensure that the WVPRP was apprised of EEO complaints alleging harassment and to ensure the Civil Rights Staff was made aware of any harassment complaints where EEO claims were involved. In FY 2020, the Agency reported that anti-harassment procedures that outlined the process for all parties involved during the processing of an allegation of harassment were being developed. The procedures were still in development during FY 2021; however, once completed, they will be issued to the workforce.

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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

- With respect to the RA program, the Agency ensured the workforce completed the mandatory RA and PAS training that was issued by the Department to all USDA employees. This training provided two different tracks, one for nonsupervisory employees and one for supervisory employees. As previously reported, 99% of employees completed this training. In addition, the Agency developed a supplemental RA training to provide FSIS-specific procedures and resources. This training will be issued as mandatory training for all FSIS employees in FY 2022.

The Agency ensures effective coordination between its EEO programs and Human Resources (HR) programs:

- The Civil Rights Staff frequently collaborated with HR practitioners on numerous programs and initiatives such as RA, anti-harassment, MD-715, and training. The Civil Rights Director and the Chief Human Capital Officer (CHCO) met weekly with the Agency's leadership team and annually to discuss the "State of the Agency". HR practitioners worked closely with the Civil Rights Staff during the completion of the MD-715 report to: (1) assess whether the Agency's personnel programs, policies, and procedures complied with EEOC requirements; (2) develop an affirmative action plan that addressed deficiencies and barriers; and (3) ensure access to accurate and complete workforce data and other types of HR-related information. The Civil Rights Director also provided regular updates and answered EEO-related questions during weekly Management Council meetings where Agency leadership was in attendance.

The Agency evaluates managers and supervisors on their efforts to EEO:

- The Agency ensured that EEO/CR requirements were incorporated into the critical "General Supervision and Leadership" element of all supervisors' and managers' performance standards. Among other requirements, the element outlined the expectations for supervisors and managers with respect to EEO programs that support MD-715 requirements. Non-supervisory performance standards also included EO/CR expectations in the "Mission Results" critical element. At the end of the rating cycle, managers, supervisors, and employees were rated either Fully Successful or Unacceptable.

The Agency ensures accountability for findings of discrimination:

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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

- There were two findings of discrimination against the Agency. In both instances, the EEOC ordered that the management officials receive appropriate training. The Agency secured the training and ensured that it was completed by the due date established by the EEOC. In addition, the cases were referred to the LERD to conduct an accountability assessment to determine if further action was warranted. The required notifications regarding the findings of discrimination were also posted in the appropriate work units for the timeframe indicated by the EEOC. The EEOC decisions were reviewed against existing policies and procedures to determine if there were any systemic or other issues or inconsistencies in the application of processes or procedures that led to the finding of discrimination. The reviews determined that the EEOC decisions were not based on any systemic issues within the Agency, instead they were isolated incidents.

Essential Element D: Proactive Prevention of Unlawful Discrimination

The Agency conducts a self-assessment on at least an annual basis that identifies areas where barriers may operate to exclude certain groups, and develops strategic plans to eliminate identified barriers:

- The Agency conducted a comprehensive barrier analysis; the analysis relied on employment and applicant demographic data, complaint data, feedback from the FEVS, and internal climate assessment surveys to identify triggers. The Agency also investigated triggers to assist in identifying potential barriers for protected groups as it relates to employment policies and actions. Once barriers were identified, an affirmative action plan was developed; the plan includes recruitment, retention, and career development
The
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the
implementation and completion, the Agency will track the progress of the action plan on a quarterly basis. The plan will also be posted on the Agency's website.
- As previously noted, the Agency conducted three comprehensive CRIAs and reviewed 35 policies to determine if they would adversely or disproportionately impact employees or customers. Where appropriate, recommended mitigating strategies to address any adverse impact of the proposed policy, reorganization, or rule.

Essential Element E: Efficiency

The Agency maintains an efficient, fair, and impartial complaint resolution process:

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

- Two full time EEO Counselors (and one Specialist who was assigned 25% of the time) were responsible for processing 115 informal EEO complaints. Of the 115 cases, 69 were resolved for a resolution rate of 61%. Ninety-nine percent (99%) of the informal complaints were counseled timely; in addition, 94% of aggrieved parties were offered ADR. In cases where ADR was not offered, it was due to extenuating circumstances (e.g. sexual harassment). Twelve (12) informal complaints closed by settlement agreement and 57 closed by either a withdrawal or no formal complaint was filed.
- Two full time EEO Specialists were responsible for processing approximately 52 formal EEO complaints. Out of 115 complaints, 51 of the formal EEO complaints in the Agency's inventory closed during FY 2021. Of the 51 complaints, three (3) were closed by settlement agreement, four (4) by withdrawal, 28 by merit FADs, and 16 by EEOC decisions.
- The Agency continued to ensure that there was a firewall between its Civil Rights Staff and its defensive function during FY 2021. The Agency's Enforcement Litigation Division and USDA's Office of General Counsel shared the responsibility of defending the Agency during third party proceedings. This ensured a neutral EEO process and prevented the intrusion of the Agency's legal representation during the processing of EEO complaints (counseling, investigation, and final agency decisions). Although legal sufficiency reviews of EEO reports of investigation were conducted by USDA, the Agency assisted in this process by ensuring that relevant documents were included in the report during the EEO investigation.

Alternative Dispute Resolution Program:

- Three full time Mediators were responsible for providing ADR services to managers, supervisors, and employees. The services included both EEO and non-EEO ADR that was aimed at addressing workplace disputes. The Mediators engaged in various forms of ADR that included mediations, facilitations, and team conflict resolution. In total, 63 EEO ADRs (mediations) were conducted; the resolution of those cases contributed to the Agency's overall resolution rate of 61%. In addition, 40 non-EEO ADR sessions were conducted. These sessions assisted in addressing various conflicts and workplace disputes within the affected work units. ADR and conflict management training were also provided during new supervisor training sessions, Frontline Supervisor meetings, work unit meetings, and upon request.

The Agency has effective and accurate data collection systems in place to evaluate its EEO Program:

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EXECUTIVE SUMMARY: ACCOMPLISHMENTS

- USDA utilized the USDA Civil Rights Enterprise System (CRES) (referred to iComplaints), to enter EEO complaint case information and track complaints from the time they were initiated until they closed. Agency employees utilized the system daily and ensured that it was updated with the most recent case information. The Agency utilized the system to accurately analyze complaint activity and trends in order to complete the Federal EEO Statistical Report of Discrimination Complaints (EEOC Form 462), No FEAR Act, and MD-715 reports. In addition, the Agency utilized the system to prepare reports that were requested from Agency leadership or union officials. The Agency also used the EEOC's FedSep database to ensure that the FY 2020 MD-715 and FY 2021 EEOC-462 reports were transmitted to the EEOC in a timely manner. In addition, the Agency timely processed hearing requests and retrieved orders from EEOC judges through the system.

The Agency identifies significant trends and best practices in its EEO programs:

- FSIS uses several methods to identify trends and/or best practices in EEO. These methods include: analysis of complaint data on a routine basis; annual No FEAR Act trend analysis; and conducting annual barrier analyses, CRIAs, and Title VII compliance reviews. Once trends are identified, and if appropriate, actions are developed to address them. Once best practices are identified, they are disseminated to appropriate officials, personnel, etc., for implementation. In FY 2021, the Agency made several process improvements, using best practices and trend analysis, to improve its EEO programs. To enhance the barrier analyses process, the Agency developed a data analysis tool to automate the analysis involved in completing annual MD-715 reports and Title VII compliance reviews. The data analysis tool streamlined the barrier analysis process and enabled the Agency to perform a more efficient and thorough analysis of workforce data. In addition, the Agency leveraged best practices and hosted a Virtual Diversity and Inclusion Conference as well as four virtual SEP observances. These programs were offered Agency-wide to all employees throughout FSIS and assisted in educating participants on diversity and inclusion principles as well as improving their cultural awareness.
- In collaboration with other USDA agencies, FSIS was part of several teams that worked on numerous EEO-related initiatives. These included: supporting USDA's Racial Justice and Equity Working Group with implementing EO 13985 and 14035, assessing and developing diversity, equity, inclusion and accessibility programs within USDA, and assisting with the pending deployment of a new EEO complaint tracking system.

Essential Element F: Responsiveness and Legal Compliance

The Agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements:

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

- As noted previously, the Agency utilized iComplaints to capture all complaint-related information. The system monitored Agency adherence to regulatory timeframes in the various stages of the EEO process, to include the implementation of EEOC judges' orders and settlement agreements. During FY 2021, the Agency ensured that EEOC judges' decisions and settlement agreements (for both monetary and non-monetary reliefs) were implemented in accordance with the timeframes established in the orders or the settlement agreements. When judges' orders or settlement agreements were received, the Agency timely coordinated the implementation of the orders and agreements with the appropriate office and monitored compliance. One hundred percent of all monetary reliefs were timely submitted to the OCFO for processing. Further, once orders and agreements were implemented, the Agency ensured that compliance reports were prepared and submitted to the appropriate office or to the EEOC in a timely manner. EEO practitioners were held accountable for the timely processing for EEOC orders and settlement agreements in their performance standards.

The Agency complies with the law, including EEOC regulations, management directives, orders and other written instructions:

- The Agency responded timely to orders and requests for information from the EEOC; the Agency also ensured the timely implementation and compliance with orders from the EEOC. There were no instances of untimely responses to EEOC orders or settlements and no remands or notices for failure to comply with any orders issued by EEOC.

The Agency annual accomplishments and EEO compliance to EEOC:

- The Agency submitted the following reports in a timely manner:

EEOC Form 462 was submitted on October 5, 2021.

No FEAR Act report was submitted on January 13, 2021, and quarterly No FEAR Act data was posted at: <https://www.usda.gov/nofear/agencies>.

MD 715 was submitted on May 4, 2021, and posted on the FSIS https://www.fsis.usda.gov/sites/default/files/media_file/2021-03/management-directive-715-report-fy2020.pdf

- With respect to legal compliance with EEO complaint processing, Agency EEO practitioners were responsible for processing EEO complaints, to include ensuring the timely compliance with settlement agreements, EEOC orders, and final Agency actions.

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Angela Kelly, Civil Rights Director, GS-0260-15 am the
(Insert name above) (Insert official title/series/grade above)

Principal EEO
Director/Official for

U.S. Department of Agriculture
Food Safety and Inspection Service

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Principal EEO Director/Official

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date

Signature of Agency Head or Agency Head Designee



Date

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Agency Self-Assessment Checklist

Essential Element: A Demonstrated Commitment From agency Leadership

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	A.1. The agency issues an effective, up-to-date EEO policy statement.				
	A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)]	X			FSIS issued an electronic memorandum dated April 21, 2021, fully adopting USDA's Civil Rights policy statement issued on April 9, 2021. FSIS also adopted USDA's Anti-Harassment policy statement electronically issued to the workforce on April 29, 2021. 4/9/2021
	A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column.	X			

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Agency Self-Assessment Checklist

Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
	A.2. The agency has communicated EEO policies and procedures to all employees.				
	A.2.a. Does the agency disseminate the following policies and procedures to all employees:				
	A.2.a.1. Anti-harassment policy? [see MD 715, II(A)]	X			
	A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)]	X			
	A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website:				
	A.2.b.1. The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]	X			
	A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR §1614.102(b)(5)]	X			
	A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.	X			https://www.usda.gov/ra https://ohportal.fsis.usda/services/reasonable-accommodation-program/
	A.2.c. Does the agency inform its employees about the following topics:				
	A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered.	X			Annually through mandatory EEO/CR training for all employees, and continuously through required EEO postings in all FSIS occupied workspace and on the FSIS internet site.

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A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.

X

Required as part of course content for all new supervisors in the New Supervisors Training Program (NSTP); brochure provided to all on-boarded employees during New Employee Orientation (NEO); overview provided to all aggrieved parties initiating a pre-complaint; on demand course availability through AgLearn; and mandatory course for all employees in FY 2021.

A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.

X

Mandatory course content for all employees in FY 2021; on demand resources available on employee laptops through the HR Portal, Supervisory Help, and Inspection Program Personnel (IPP) Help applications; Agency-wide training sponsored by OA EEO Advisory Committee provided through Microsoft Teams; and training provided by request.

A.2.c.4. Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often.

X

Annually through USDA issued policy statements; and mandatory course content through NSTP and NEO.

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A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If “yes”, please provide how often.

X

Required course content for all new supervisors through NSTP; FSIS Directive 4735-3 Employee Responsibilities and Conduct provided to all on-boarded employees during NEO; Labor Management Agreement at Article 32 Disciplinary and Adverse Actions provided to all bargaining unit members; and training provided by request.

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures	A.3. The agency assesses and ensures EEO principles are part of its culture.	Yes	No	N/A	

A.3.a. Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If “yes”, provide one or two examples in the comments section. .

X

The FSIS Administrator's Award for Excellence in “Diversity and Inclusion” and the Model Equal Employment Opportunity Advisory Committee (EEOAC) recognize individuals and teams for accomplishments in EEO and Civil Rights.

A.3.b. Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]

X



Employee climate assessment surveys from Title VII employment compliance reviews (CARE) are solicited and reviewed on a recurring scheduled basis

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Essential Element: B Integration of EEO into the agency's Strategic Mission

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
B.1.a. Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]		X			
B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments.				X	The EEO Director reports to the Agency head.
B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]		X			
B.1.b. Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]		X			
B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column.		X			The "State of the Agency" briefing was delivered to Agency leadership (FSIS Administrator, Deputy Administrator, Assistant Administrators, and District Managers) during the months of March and April 2021.
B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]		X			

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	Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No	N/A	
		B.2. The EEO Director controls all aspects of the EEO program.				
		B.2.a. Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.	X			
		B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	X			
		B.2.c. Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]			X	USDA's Office of the Assistant Secretary for Civil Rights (OASCR) is responsible for performing this function.
		B.2.d. Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]			X	OASCR is responsible for performing this function.
		B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	X			
		B.2.f. Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]	X			
		B.2.g. If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2); (c)(3)]	X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
B.3.a. Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)]		X			
B.3.b. Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.		X			Objective 3.1.3 - Ensure Equal Opportunity and a Diverse and Inclusive Environment. Measure 3.1.3.1: Percentage of ADR acceptance rate for formal and informal EEO complaints. Measure 3.1.3.2: Percentage of employees completing mandatory training who satisfy EEO/CR competency requirements.

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	Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures		Yes	No		
	B.4.a. Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:					
	B.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]		X			
	B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]		X			
	B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]		X			
	B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]		X			
	B.4.a.3. to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR §§ 1614.102(c)(5); 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]		X			
	B.4.a.4. to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.		X			
	B.4.a.5. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]		X			
	B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]		X			
	B.4.a.7. to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section.		X			
	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]		X			
	B.4.a.9. to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C. 1]		X			
	B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]		X			
	B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]		X			
	B.4.d. Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II) (A) of MD-110?		X			
	B.4.e. Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?		X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills				
	B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:				
	B.5.a.1. EEO complaint process? [see MD-715(II)(B)]	X			
	B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)]	X			
	B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)]	X			
	B.5.a.4. Supervisory, managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)]	X			
	B.5.a.5. ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]	X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	B.6. The agency involves managers in the implementation of its EEO program.				
	B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	X			
	B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	X			
	B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]	X			
	B.6.d. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR §1614.102(a)(5)]	X			

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Essential Element: C Management and Program Accountability

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X			In FY 2021, five Title VII employment compliance reviews were conducted of field and headquarters components: Office of Field Operations Alameda, Denver, and Philadelphia districts; Office of Public Health Science; Office of the Chief Financial Officer.
C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.		X			On an annual basis, the Agency conducts compliance reviews (audits) of its program areas and/or districts.
C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]		X			

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 Compliance Indicator		Measure Has Been Met			
 Measures		Yes	No	N/A	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	C.2. The agency has established procedures to prevent all forms of EEO discrimination.				
	C.2.a. Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
	C.2.a.1. Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	X			
	C.2.a.2. Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]	X			
	C.2.a.3. Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]	X			
	C.2.a.4. Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.]	X			
	C.2.a.5. Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column.	X			
	C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]	X			
	C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]	X			
	C.2.b.1. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR §1614.203(d)(3)(D)]	X			
	C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	X			
	C.2.b.3. Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR §1614.203(d)(1)(ii)(B)]	X			
	C.2.b.4. Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR §1614.203(d)(3)(i)(M)]	X			
	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.	X			
	C.2.c. Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)]	X			

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C.2.c.1. Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.		X			https://www.usda.gov/ra https://ohrportal.fsis.usda.services/reasonable-accommodation-program/
	Compliance Indicator	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures	Yes	No	N/A	
C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.					
C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?		X			
C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:					
C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]		X			
C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]		X			
C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]		X			
C.3.b.4. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]		X			
C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]		X			
C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]		X			
C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)]		X			
C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2]		X			
C.3.b.9. Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]		X			
C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)]		X			
C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]		X			

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	Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures	C.4. The agency ensures effective coordination between its EEO program and Human Resources (HR) program.	Yes	No	N/A	
		C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]	X			
		C.4.b. Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I]	X			
		C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]	X			
		C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]	X			
		C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:				
		C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	X			
		C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	X			
		C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)]	X			
		C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	X			
		C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)]	X			

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	Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures	C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action.	Yes	No	N/A	
		C.5.a. Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR §1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	X			
		C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments.	X			There were two findings of discrimination with a total of three management officials, all of whom were issued corrective action (training).
		C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]	X			

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


 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	C.6. The EEO office advises managers/supervisors on EEO matters.				
	C.6.a. Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column.	X			Weekly meetings between CRS Director and Agency Head; Weekly meetings between CRS Director and Agency leadership; Annual meetings between CRS Director and Program Heads; State of the Agency briefing to Agency leadership, to include information relating to complaint inventory, workforce demographic, and other relevant information. Distribution of information regarding special emphasis
	C.6.b. Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	X			

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Essential Element: D Proactive Prevention

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]		X			
D.1.b. Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I]		X			
D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]		X			
 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]		X			
D.2.b. Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]		X			
D.2.c. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)]		X			
D.2.d. Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If "yes", please identify the data sources in the comments column.		X			EEO complaint data; Federal Employee Viewpoint Survey; Title VII compliance reviews; workplace violence complaints; and exit surveys.

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Agency Self-Assessment Checklist



 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	D.3. The agency establishes appropriate action plans to remove identified barriers.				
	D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]	X			
	D.3.b. If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]	X			
	D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	X			Quarterly
	Compliance Indicator	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures	Yes	No	N/A	
	D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.				
	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.	X			https://www.fsis.usda.gov/sites/default/files/media_file/2021-03/management-directive-715-report-fy2020.pdf
	D.4.b. Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR §1614.203(d)(1)(i)]	X			
	D.4.c. Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR §1614.203(d)(1)(ii)(A)]	X			
	D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR §1614.203(d)(7)(ii)]	X			

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Agency Self-Assessment Checklist



Essential Element: E Efficiency

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?		X			
E.1.b. Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?		X			
E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?				X	OASCR is responsible for performing this function.
E.1.d. Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments.				X	OASCR is responsible for performing this function.
E.1.e. Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?		X			
E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?				X	OASCR is responsible for performing this function.
E.1.g. If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?				X	OASCR is responsible for performing this function.
E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?				X	OASCR is responsible for performing this function.
E.1.i. Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?				X	OASCR is responsible for performing this function.
E.1.j. If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.				X	OASCR is responsible for performing this function.
E.1.k. If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]		X			
E.1.l. Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]		X			

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Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain.		X			The EEO complaint program is managed by the Civil Rights Staff and the Agency's defensive function is managed by the Hearings and Appeal Branch.
E.2.b. When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/ location of the attorney who conducts the legal sufficiency review in the comments column.				X	This function is performed by OASCR.
E.2.c. If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]				X	Legal sufficiency reviews are performed by OASCR.
E.2.d. Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]		X			
E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)]		X			

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 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	E.3. The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.				
	E.3.a. Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]	X			
	E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	X			
	E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)]	X			
	E.3.d. Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]	X			
	E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	X			
	E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	X			
	Compliance Indicator	Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program.				
	E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data:				
	E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]	X			
	E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	X			
	E.4.a.3. Recruitment activities? [see MD-715, II(E)]	X			
	E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	X			
	E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]	X			
	E.4.a.6. The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2]	X			
	E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	X			

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	Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures	E.5. The agency identifies and disseminates significant trends and best practices in its EEO program.	Yes	No	N/A	
E.5.a. Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			When areas that need to be addressed are noted during Title VII compliance reviews, the Agency provides recommendations to address trends identified in Title VII compliance reviews and monitors program implementation of corrective actions such as targeted training efforts, expanded outreach and recruitment strategies, and enhanced communications.	
E.5.b. Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments.		X			The Agency collaborated with other agencies to standardize the civil rights impact analysis process and enhance its RA, anti-harassment, and PAS procedures as well as its barrier analyses process. The Agency also collaborated with other agencies to establish a PAS contract.	
E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]		X				

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Agency Self-Assessment Checklist



Essential Element: F Responsiveness and Legal Compliance

	Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures	F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements.	Yes	No	N/A	
		F.1.a. Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]	X			
		F.1.b. Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]	X			
		F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	X			
		F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	X			
		F.1.e. When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX) (H)]	X			
	Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
	Measures	F.2. The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.	Yes	No	N/A	
		F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	X			
		F.2.a.1. When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]	X			
		F.2.a.2. When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501]	X			
		F.2.a.3. When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]			X	Performed by OASCR
		F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	X			

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Agency Self-Assessment Checklist

 Compliance Indicator		Measure Has Been Met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
 Measures		Yes	No	N/A	
	F.3. The agency reports to EEOC its program efforts and accomplishments.				
F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]		X			
F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]		X			

Essential Element: O Other

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Plan to Attain Essential Elements

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Plan to Eliminate Identified Barriers

PART I.1

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - A1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Promotions FSIS promoted 403 employees. Using the Qualified Applicant Pool as a benchmark, multiple triggers were identified. Specifically, the Selection Rate for the following groups fell below the rate of qualified applicants: Black Males (5.5%) Qualified Applicants (10.7%); Black Females (16.9%) Qualified Applicants (21.1%); Asian Males (3.0%) Qualified Applicants (3.5%); Asian Females (1.5%) Qualified Applicants (2.1%). Using the 80 percent rule ⁴ , an adverse impact was noted for Black Males (0.38), Black Females (0.59), Asian Males (0.63), and Asian Females (0.53).				
STATEMENT OF BARRIER GROUPS:	Barrier Group Black or African American Males Black or African American Females Asian Males Asian Females				
Barrier Analysis Process Completed?:	Y				
Barrier(s) Identified?:	Y				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Promotions	Description of Policy, Procedure, or Practice Based on the uneven rates of promotion the analysis suggests that a barrier may exist that impacts advancement and hiring for some minority categories. Promotions Disproportionately fewer Black Males, Black Females, Asian Males, and Asian Females were selected for promotion. The expected range for each race and sex category was established using a 10% variance above and below each category's respective Qualified Applicant Rate. Selection rates lower than the range suggest negative impact. Using this method, the lower bound for Black Males was 9.6%, while the selection rate was 5.5%. The lower bound for Black Females was 19.0%, while the selection rate was 16.9%. The lower bound for Asian Males was 3.1%, while the selection rate was 3.1%. The lower bound for Asian Females was 1.9%, while the selection rate was 1.5%. Using the 80 percent rule, an adverse impact was noted for Black Males (0.38), Black Females (0.59), Asian Males (0.63), and Asian Female (0.53)			
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Improve outreach and recruitment to maximize the diversity of the applicant pool.
10/01/2021	09/30/2022	Yes			Improve outreach to potential participants for leadership development programs.

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Plan to Eliminate Identified Barriers

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Market FSIS leadership development programs to agency personnel that includes accurate descriptions of the application processes

Responsible Official(s)

Title	Name	Standards Address The Plan?
Assistant Administrator, OEED	Soumaya Tohamy	Yes
Assistant Administrator, OM	Frank Mays	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Enhance recruitment programs and outreach activities.	Yes		
09/30/2022	Disseminate Agency leadership development program announcements via numerous methods that include (but, are not limited to): The Food for Thought newsletter, the FSIS Gateway Listserv, Special Emphasis Program Managers (SEPMs), and FSIS EEO Advisory Committees.	Yes		
09/30/2022	Provide virtual and offsite training opportunities to new and experienced FSIS employees to satisfy USDA and FSIS mandates. This includes (but, is not limited to): open-enrollment programs such as the Learning Trove Program (for all employees), the FSIS Gateway Program (for supervisors), the Virtual Escalade Leadership Development Program (for supervisors), the New Supervisor Training Program, and the Experienced Supervisor Training Program.	Yes		
09/30/2022	Increase and enhance career development resources to assist with internal promotions.	Yes		
09/30/2022	Develop an upward mobility program for field personnel.	Yes		

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Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>Develop and implement i-Impact: My Agency, My Career – visual maps of FSIS career journeys for employees, beginning with four mission critical job series.</p> <ul style="list-style-type: none"> • Career journeys for Food Inspectors and Consumer Safety Inspectors developed and in final draft review with publication expected for FY 2022. FSIS Notice in development. <p>Disseminate Agency leadership development program announcements via numerous methods including the FSIS Gateway Listserv, Wednesday Newslines, SEPMs, EEOACs, and graduates of leadership development programs.</p> <ul style="list-style-type: none"> • FSIS Gateway webinar announcements were disseminated to supervisors via the FSIS Supervisor and Management Council 2-3 weeks prior to each learning event. • FSIS Learning Trove webinar announcements were disseminated to all FSIS employees through employee newsletters, SEPMs, EEOACs, and graduates of leadership development programs 2-3 weeks prior to each learning event. • The virtual FY 2021 Escalade Leadership Development Program was competitively announced through the employee newsletter, 2019 and 2020 Escalade alumni, and 2019 Federal Executive Institute alumni. A pre-application webinar was also announced and delivered twice to provide a program overview, discuss logistics, and answer questions. • 2021 New Supervisor Training Program (NSTP) announcements were disseminated every 1-2 months to all new supervisors. Each participant received guidance and instructional material for completing the virtual curriculum due one year from the date of their assignment. • The competitive FSIS 2021 Federal Executive Institute (FEI) program applications were twice distributed to all Management Council (MC) members for distribution to GS-15s, and eligible GS-14s with required waivers. Use competitive selection methods for leadership development programs to promote program quality and fairness. • The FSIS 2021 Escalade Leadership Development Program involved a competitive application process for supervisory and non-supervisory applicants GS-9 to GS-13 or Commissioned Corps Officer 03 to 04 with a confirmed FY 2020 performance rating of “meets” or higher. Applications were sanitized, rated, and ranked by a panel of FSIS Federal Executive Institute (FEI) graduates. All 2021 applicants were selected. • The competitive virtually held 2021 Federal Executive Institute (FEI) was twice announced to the FSIS Management Council to disseminate applications to all GS-15 and eligible GS-14 employees. Applications contained two narrative evaluations which were evaluated by three senior executives from USDA agencies, rated individually, and ranked via group consensus. All 23 2021 FEI applicants were selected with virtual program scheduling coordination in progress.

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Plan to Eliminate Identified Barriers

PART I.2

Source of the Trigger:	Workforce Data (if so identify the table)	
Specific Workforce Data Table:	Workforce Data Table - A1	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	New Hires FSIS hired 953 employees; using the Qualified Applicant Pool as a benchmark, multiple triggers were identified. Specifically, the Selection Rate for the following groups fell below the rate of qualified applicants: Hispanic Males (7.1%) Qualified Applicants (10.2%); Black Males (9.1%) Qualified Applicants (9.6%); Black Females (10.9%) Qualified (21.1%); American Indian and Native American Females (1.4%) Qualified Applicants (2.3%). Using the 80 percent rule, an adverse impact was noted for Hispanic Males (0.37), Hispanic Females (0.54), White Males (0.71), Black Males (0.51), Black Females (0.31), Asian Males (0.68), Asian Females (0.71).	
STATEMENT OF BARRIER GROUPS:	Barrier Group Hispanic or Latino Males Hispanic or Latino Females White Males Black or African American Males Black or African American Females Asian Males Asian Females American Indian or Alaska Native Females	
Barrier Analysis Process Completed?:	Y	
Barrier(s) Identified?:	Y	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name New Hires	Description of Policy, Procedure, or Practice Based on the uneven rates of promotion and hiring observed, the analysis suggests that a barrier may exist that impacts advancement and hiring for some minority categories. New Hires A disproportionate impact was noted for Hispanic Males, Black Males, Black Females, AI/NA Females when looking at the selection rate for new hires. The expected range for each race and sex category was established using a 10% variance below each category's respective Qualified Applicant Rate. Selection rates lower than the range equated to negative impact. Using this method, the lower bound for Hispanic Males was 10.2%, while the selection rate was 7.1%. The lower bound for Black Males was 9.6%, while the selection rate was 9.1%. For Black Females the lower bound was 19.0%, while the selection rate was 10.9%. For AI/NA Females the lower bound was 2.1%, while the selection rate was 1.4%. Using the 80 percent rule, an adverse impact was noted for Hispanic Males (0.37), Hispanic Females (0.54)

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Plan to Eliminate Identified Barriers

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Improve outreach and recruitment to maximize the diversity of the applicant pool.
10/01/2021	09/30/2022	Yes			Improve outreach to potential participants for leadership development programs.
10/01/2021	09/30/2022	Yes			Market FSIS leadership development programs to agency personnel that includes accurate descriptions of the application processes.

Responsible Official(s)

Title	Name	Standards Address The Plan?
Assistant Administrator, OM	Frank Mays	Yes
Assistant Administrator, OED	Soumaya Tohamy	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Enhance recruitment programs and outreach activities.	Yes		
09/30/2022	Disseminate Agency leadership development program announcements via numerous methods that include (but, are not limited to): The Food for Thought newsletter, the FSIS Gateway Listserv, Special Emphasis Program Managers (SEPMs), and FSIS EEO Advisory Committees.	Yes		
09/30/2022	Provide virtual and offsite training opportunities to new and experienced FSIS employees to satisfy USDA and FSIS mandates. This includes (but, is not limited to): open-enrollment programs such as the Learning Trove Program (for all employees), the FSIS Gateway Program (for supervisors), the Virtual Escalade Leadership Development Program (for supervisors), the New Supervisor Training Program, and the Experienced Supervisor Training Program.	Yes		
09/30/2022	Increase and enhance career development resources to assist with internal promotions.	Yes		
09/30/2022	Develop an upward mobility program for field personnel.	Yes		

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Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>Provide virtual and offsite training opportunities to new and experienced FSIS employees to satisfy USDA and FSIS mandates. This included: open-enrollment programs such as the Learning Trove Program (for all employees), the FSIS Gateway Program (for supervisors), the Escalade Leadership Development Program (for supervisors), the New Supervisor Training Program, and the Experienced Supervisor Training Program. • Piloted a virtual FSIS Experienced Supervisor Training Program. All 42 self-nominees were selected.</p> <p>Two separate programs were administered in FY 2021 for initial training of new supervisors – the USDA AgLearn New Supervisor Training (NST), and the FSIS New Supervisor Training Program (NSTP) virtual pilot. Enrollees had one calendar year from the date of enrollment to complete training. In FY 2021 a combined total of 220 participants completed training including 66 NST graduates, 23 NSTP graduates, and 131 graduates who initially enrolled in FY 2020.</p> <ul style="list-style-type: none"> • Held 14 Learning Trove sessions (open to all employees) and 10 Gateway sessions (open to all supervisors) on varied topics. <p>Complete a “how-to” guide for program and district recruiters to include resume writing assistance, job application assistance, and guidance on advertising vacancies in local areas. The FSIS Veteran's Outreach Coordinator will continue to work with veterans to provide their information to hiring managers for consideration.</p> <ul style="list-style-type: none"> • The “FSIS Recruiting Guidance” document, which emphasized diverse recruitment strategies, hiring authorities, resources, and partnerships was drafted and submitted for final review at the executive level. • Training activities are in development for Hiring Officials to accompany the roll out of the FSIS Recruiting Guidance. These include a renewed emphasis on the use of special hiring authorities for veterans and persons with disabilities, Schedule A appointing authority training, and more robust HR counseling to ensure Hiring Officials understand use of authorities and the benefits in doing so. Training on veteran's preference includes using the 30 Percent or More Disabled Veteran Appointing Authority, and Disabled Veterans Enrolled in a VA Training Program. Trainings will be recorded and made available 24/7 for supervisors. • The FSIS Veterans' Outreach Coordinator continued outreach activities by assisting 10 Veterans with resume building and review, establishing USAJOBS.gov accounts and submitting Veterans' resumes to hiring managers for consideration. The Coordinator ensured names of eligible Veterans were placed in the 10-point File for consideration. The Coordinator formed partnerships with OFO and HROD to develop “continuous open” job announcements specifically targeting Veterans for the Apprenticeship Programs. <p>Continue to collect and improve analyses of applicant flow data for employment actions for use in trigger identification and barrier analyses affecting PWD and PWTD.</p> <ul style="list-style-type: none"> • HROD provided training and direction to its staff to encourage applicants to complete their disability and RNO data when applying for vacancies. This data then either flows into or is manually entered into systems, where it can then be collected for reporting and analysis. • HROD collaborated with the CRS to identify relevant applicant pool data for mission critical positions, including when certain applicant flow data would be available for reporting. <p>Continue training efforts on special hiring authorities that take disability into account and utilization of the Workforce Recruitment Program; continue to emphasize EEOC target employment goals and the availability/benefits of utilizing these hiring authorities during recurring strategic recruitment discussions with hiring officials.</p> <ul style="list-style-type: none"> • HROD developed and conducted the “Hiring Process in General” webinar for experienced supervisors. Highlighted points included discussion of Merit Principles and Prohibited Personnel Practices, an overview of authorities requiring equal opportunity and fair and open competition, the use of special hiring authorities for PWD/PWTDs and veterans, and the importance of conducting outreach to obtain a well-qualified and diverse applicant pool. • Procedures were implemented to ensure hiring officials first consider use of non-competitive methods for hiring veterans and PWDs/PWTDs to increase diversity goals prior to submitting a recruitment request. Staffing Specialists also conduct strategic recruitment discussions (SRDs) with hiring officials prior to the recruitment process to discuss the importance of diversity hiring and special hiring authorities. This also included recommendations that hiring officials post announcements at local Workforce Centers to elicit more attention and/or collaborate with the local Workforce Center to provide onsite assistance to applicants applying for FSIS positions.

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Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
	<ul style="list-style-type: none">•HROD and CRS collaborated to develop training on recruitment and hiring with a focus on EEO and diversity for delivery on the AgLearn platform in FY 2022 as required training for Hiring Managers. The training will include available resources to market vacancies including use of the Workforce Recruitment Program for PWDs/PWTDs.•OHR began a process to create a Team whose sole focus is providing support to Hiring Managers in recruitment and marketing efforts to underrepresented groups in the federal workforce. The team will work to ensure Hiring Managers have a diverse pool of well-qualified applicants from which to make selections.

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Plan to Eliminate Identified Barriers

PART I.3

Source of the Trigger:	Workforce Data (if so identify the table)	
Specific Workforce Data Table:	Workforce Data Table - A9	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Awards Cash Awards of \$500 and Above In FY 2021, FSIS issued 16,606 cash awards of \$500 or more. The award rate for Hispanic males (5.5%) and females (4.3%), Black males (7.1%), and NHPI Females (0.1%) was lower than their expected participation rate within the permanent workforce. Using the 80 percent rule ⁵ , an adverse impact was noted for Hispanic males (0.76); Hispanic females (0.68); and NHPI females (0.68).	
STATEMENT OF BARRIER GROUPS:	Barrier Group Hispanic or Latino Males Hispanic or Latino Females Black or African American Males Black or African American Females Native Hawaiian or Other Pacific Islander Females	
Barrier Analysis Process Completed?:	Y	
Barrier(s) Identified?:	Y	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Cash Award \$500 and Above	Description of Policy, Procedure, or Practice A barrier may exist that is impacting the award actions for various race and sex categories. A disproportionate impact was noted for Hispanic Males, Hispanic Females, Black Males, and NHPI Females when looking at the distribution of cash awards of \$500 and above. The expected range for each race and sex category was established using a 10% variance above and below each category's respective permanent workforce participation rate. Award rates lower than the range equated to negative impact. Using this method, the lower bound for Hispanic Males was 5.9%; however, the award rate for Hispanic Females was 5.5%. The lower bound for Hispanic Females was 5.2%, yet the actual award rate for this group was 4.3%. The lower bound for Black Males was 7.2%, but the actual award rate was 7.1%. The lower bound for NHPI Females was 0.11%, but the actual award rate was 7.1%. The lower bound for NHPI Females was 0.11%, but the actual award rate was 0.09

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Plan to Eliminate Identified Barriers

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Ensure the consistent and fair administration of the USDA's new two-tier performance management and awards program, under which Achievement Awards, Non-Monetary Awards, Quality Step Increases and Recognition Coins are awarded by executives solely based on accomplishments, with a focus on contributions to FSIS' mission throughout the year and the core values set forth in the FSIS Strategic Plan.
10/01/2021	09/30/2022	Yes			Establish nonmonetary awards programs available to programs.

Responsible Official(s)

Title	Name	Standards Address The Plan?
Assistant Administrator, OEED	Soumaya Tohamy	Yes
Chief Financial Officer	Cara LeConte	Yes
Assistant Administrator, OM	Frank Mays	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Administer the FY 2022 Administrator's Awards for Excellence nomination process and publicize in employee publications.	Yes		
09/30/2022	Market the Agency's awards programs through employee publications, EEOACs, and SEPMs to promote the importance and availability of employee recognition.	Yes		
09/30/2022	Implement the agency's New Achievement Award Program for field personnel.	Yes		

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Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>Market Agency awards programs through employee publications, EEO Advisory Committees (EEOACs), and Special Emphasis Program Managers (SEPMs) to promote importance and availability of employee recognition.</p> <ul style="list-style-type: none">• Recognition Coin Program was implemented in April 2021 with continual publicizing through Agency communications channels. Draft Directive to replace FSIS Notice 13-21 is in development.• FY 2021 Administrator's Awards for Excellence award ceremony was socialized in a FSIS all user's notice, employee newsletter, and on Intranet Site. Formal ceremony for FSIS Administrator Awards for Excellence and Undersecretary Awards was held virtually on October 19, 2021. Recipients received merit awards in their pay.• "Essential Worker" recognition coins (aka "pandemic coins") were commissioned by the Administrator and Deputy Administrator and distributed by supervisors during the third quarter of Fiscal Year 2021 to 7,432 FSIS employees for their service early in the COVID-19 pandemic. The award citation noted employees "contributed tremendously to FSIS' ability to fulfill federal inspection duties and ensure that no FSIS-regulated establishment closed due to a lack of inspection personnel."• In June 2021 FSIS issued Achievement Awards to approximately 6,700 frontline employees and other FSIS employees who volunteered to perform in-plant inspection from March to June of 2020 that ensured the nation's food supply was safe and uninterrupted throughout the pandemic. Value of individual awards were based on how hours worked during the timeframe with values ranging from \$500 to \$4,000. Align employee recognition programs to the Agency's strategic goals to balance individual contributions with Agency goals and outcomes.• The Performance Management and Awards (PM/A) team regularly provided advice and guidance to supervisors about the use of incentive (monetary and time off) awards. The team collaborated with OEED to produce recorded training on the new USDA performance and awards programs for the FSIS Virtual New Supervisors Training Program and presented live training on the subject matter to the FSIS Experienced Supervisors Training and an OFO District Office meeting. The Team collaborated with the Office of the Chief Financial Officer to host a "Frequently Asked Questions" session on the new USDA awards program for program database administrators. The session provided an overview of the transition of awards approval/processing from HR to OCFO's Financial Services Center, and a live Q&A session for data administrators to ask additional questions on the awards policy.

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Plan to Eliminate Identified Barriers

PART I.4

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - A9				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Cash Awards of \$500 and Below In FY 2021, FSIS issued 9,308 cash awards of \$500 or less. The award rate for Hispanic females (4.9%), Asian males (2.2%), and AI/AN females (0.8%) was lower than their expected participation rate within the permanent workforce. An adverse impact was noted for Hispanic males (0.76); Hispanic females (0.68); and NHPI females.				
STATEMENT OF BARRIER GROUPS:	Barrier Group Hispanic or Latino Males Hispanic or Latino Females Asian Males Asian Females Native Hawaiian or Other Pacific Islander Females				
Barrier Analysis Process Completed?:	Y				
Barrier(s) Identified?:	Y				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name	Description of Policy, Procedure, or Practice			
	Cash Awards of \$500 and Below	A disproportionate impact was noted for Hispanic Females, Asian Males, and AI/AN Females when looking at the distribution of cash awards of \$500 and below. The expected range for each race and sex category was established using a 10% variance above and below each category's respective permanent workforce participation rate. Award rates lower than the range equated to negative impact. Using this method, the lower bound for Hispanic Females was 5.2%; however, the award rate for Hispanic Females was the rate at 4.9%. The lower bound for Asian Males was 2.5%, yet the actual award rate for this group was 2.2%. The lower bound for AI/AN Females was 0.9%, but the actual award rate was 0.8%.			
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Ensure the consistent and fair administration of the USDA's new two-tier performance management and awards program, under which Achievement Awards, Non-Monetary Awards, Quality Step Increases and Recognition Coins are awarded by executives solely based on accomplishments, with a focus on contributions to FSIS' mission throughout the year and the core values set forth in the FSIS Strategic Plan.
10/01/2021	09/30/2022	Yes			Establish nonmonetary awards programs available to programs.

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Plan to Eliminate Identified Barriers

Responsible Official(s)

Title	Name	Standards Address The Plan?
Assistant Administrator, OEED	Soumaya Tohamy	Yes
Chief Financial Officer	Cara LeConte	Yes
Assistant Administrator, OM	Frank Mays	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Administer the FY 2022 Administrator's Awards for Excellence nomination process and publicize in employee publications.	Yes		
09/30/2022	Market the Agency's awards programs through employee publications, EEOACs, and SEPMs to promote the importance and availability of employee recognition.	Yes		
09/30/2022	Implement the agency's New Achievement Award Program for field personnel.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>Market Agency awards programs through employee publications, EEO Advisory Committees (EEOACs), and Special Emphasis Program Managers (SEPMs) to promote importance and availability of employee recognition.</p> <ul style="list-style-type: none">• Recognition Coin Program was implemented in April 2021 with continual publicizing through Agency communications channels. Draft Directive to replace FSIS Notice 13-21 is in development.• FY 2021 Administrator's Awards for Excellence award ceremony was socialized in a FSIS all user's notice, employee newsletter, and on Intranet Site. Formal ceremony for FSIS Administrator Awards for Excellence and Undersecretary Awards was held virtually on October 19, 2021. Recipients received merit awards in their pay.• "Essential Worker" recognition coins (aka "pandemic coins") were commissioned by the Administrator and Deputy Administrator and distributed by supervisors during the third quarter of Fiscal Year 2021 to 7,432 FSIS employees for their service early in the COVID-19 pandemic. The award citation noted employees "contributed tremendously to FSIS' ability to fulfill federal inspection duties and ensure that no FSIS-regulated establishment closed due to a lack of inspection personnel."• In June 2021 FSIS issued Achievement Awards to approximately 6,700 frontline employees and other FSIS employees who volunteered to perform in-plant inspection from March to June of 2020 that ensured the nation's food supply was safe and uninterrupted throughout the pandemic. Value of individual awards were based on how hours worked during the timeframe with values ranging from \$500 to \$4,000. Align employee recognition programs to the Agency's strategic goals to balance individual contributions with Agency goals and outcomes.• The Performance Management and Awards (PM/A) team regularly provided advice and guidance to supervisors about the use of incentive (monetary and time off) awards. The team collaborated with OEED to produce recorded training on the new USDA performance and awards programs for the FSIS Virtual New Supervisors Training Program and presented live training on the subject matter to the FSIS Experienced Supervisors Training and an OFO District Office meeting. The Team collaborated with the Office of the Chief Financial Officer to host a "Frequently Asked Questions" session on the new USDA awards program for program database administrators. The session provided an overview of the transition of awards approval/processing from HR to OCFO's Financial Services Center, and a live Q&A session for data administrators to ask additional questions on the awards policy.

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Plan to Eliminate Identified Barriers

PART I.5

Source of the Trigger:	Workforce Data (if so identify the table)	
Specific Workforce Data Table:	Workforce Data Table - A9	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Cash Awards by Mission Critical Occupation Consumer Safety Inspector (CSI) (GS-1862): The award rate for Hispanic males (6.1%) and females (3.9%), Asian males (2.8%), and NHPI females (0.1%) in the CSI occupation was lower than their expected participation rate within the permanent workforce. Food Inspector (FI) (GS-1863): The award rate for Hispanic females (10.3%), Black males (8.7%), Asian males (1.1%) and NHPI females (0.1%), and AI/AN males (0.9%) and females (1.1%) in the FI occupation was lower than their expected participation rate within the permanent workforce. Veterinary Medical Officer (VMO) (GS-701): The award rate for Hispanic females (1.6%), Black males (5.1%) and females (6.6%), NHPI females (0.2%), and AI/AN males (0.1%) and females (0.5%) in the VMO occupation was lower than their expected participation rate within the permanent workforce	
STATEMENT OF BARRIER GROUPS:	Barrier Group Hispanic or Latino Males Hispanic or Latino Females Black or African American Males Black or African American Females Asian Males Native Hawaiian or Other Pacific Islander Females American Indian or Alaska Native Males American Indian or Alaska Native Females	
Barrier Analysis Process Completed?:	Y	
Barrier(s) Identified?:	Y	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Cash Awards by MCO	Description of Policy, Procedure, or Practice In the CSI occupation, the lower bounds for Hispanic males was 6.5%; however, their award rate was 6.1%. The lower bound for Hispanic females was 4.3%, however their award rate was 3.9%. In the FI occupation, the lower bound for Hispanic females was 10.4% but their award rate was 10.3%. In the VMO occupation, Hispanic females the lower bound was 2.0% with an award rate of 1.6%. Specifically, in FI occupation, the lower bound for Black males was 9.2%; however, the award rate was 8.7%. In the VMO occupation, the lower bound for Black males was 5.3%, but their award rate was 5.1% In the CSI occupation, the lower bound for Asian males was 2.5%, but their award rate was 2.1% In the FI occupation, the lower bound was 1.0% for AI/AN males and 1.4% for AI/AN females, but the award rates were 0.9% and 1.1%, respectively. For the VMO occupation, the lower bound was 0.2% for AI/AN males, but their award rate was 0.1%.

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Plan to Eliminate Identified Barriers

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Ensure the consistent and fair administration of the USDA's new two-tier performance management and awards program, under which Achievement Awards, Non-Monetary Awards, Quality Step Increases and Recognition Coins are awarded by executives solely based on accomplishments, with a focus on contributions to FSIS' mission throughout the year and the core values set forth in the FSIS Strategic Plan.
10/01/2021	09/30/2022	Yes			Establish nonmonetary awards programs available to programs.

Responsible Official(s)

Title	Name	Standards Address The Plan?
Assistant Administrator, OM	Frank Mays	Yes
Assistant Administrator, OEED	Soumaya Tohamy	Yes
Chief Financial Officer	Cara LeConte	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Administer the FY 2022 Administrator's Awards for Excellence nomination process and publicize in employee publications.	Yes		
09/30/2022	Market the Agency's awards programs through employee publications, EEOACs, and SEPMs to promote the importance and availability of employee recognition.	Yes		
09/30/2022	Implement the agency's New Achievement Award Program for field personnel.	Yes		

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Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>Market Agency awards programs through employee publications, EEO Advisory Committees (EEOACs), and Special Emphasis Program Managers (SEPMs) to promote importance and availability of employee recognition.</p> <ul style="list-style-type: none"> • Recognition Coin Program was implemented in April 2021 with continual publicizing through Agency communications channels. Draft Directive to replace FSIS Notice 13-21 is in development. • FY 2021 Administrator's Awards for Excellence award ceremony was socialized in a FSIS all user's notice, employee newsletter, and on Intranet Site. Formal ceremony for FSIS Administrator Awards for Excellence and Undersecretary Awards was held virtually on October 19, 2021. Recipients received merit awards in their pay. • "Essential Worker" recognition coins (aka "pandemic coins") were commissioned by the Administrator and Deputy Administrator and distributed by supervisors during the third quarter of Fiscal Year 2021 to 7,432 FSIS employees for their service early in the COVID-19 pandemic. The award citation noted employees "contributed tremendously to FSIS' ability to fulfill federal inspection duties and ensure that no FSIS-regulated establishment closed due to a lack of inspection personnel." • In June 2021 FSIS issued Achievement Awards to approximately 6,700 frontline employees and other FSIS employees who volunteered to perform in-plant inspection from March to June of 2020 that ensured the nation's food supply was safe and uninterrupted throughout the pandemic. Value of individual awards were based on how hours worked during the timeframe with values ranging from \$500 to \$4,000. Align employee recognition programs to the Agency's strategic goals to balance individual contributions with Agency goals and outcomes. • The Performance Management and Awards (PM/A) team regularly provided advice and guidance to supervisors about the use of incentive (monetary and time off) awards. The team collaborated with OEED to produce recorded training on the new USDA performance and awards programs for the FSIS Virtual New Supervisors Training Program and presented live training on the subject matter to the FSIS Experienced Supervisors Training and an OFO District Office meeting. The Team collaborated with the Office of the Chief Financial Officer to host a "Frequently Asked Questions" session on the new USDA awards program for program database administrators. The session provided an overview of the transition of awards approval/processing from HR to OCFO's Financial Services Center, and a live Q&A session for data administrators to ask additional questions on the awards policy.

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Plan to Eliminate Identified Barriers

PART I.6

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - A1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Retention Total Separations The total separation rates for White Females (26.8%), Asian Males (3.2%), and American Indian/Alaska Native (AI/AN) females (1.5%) were higher than their participation rates. White Females had the greatest disparity between these rates at 5.7% Voluntary Separations The voluntary separation rates for White Females (27.2%) and AI/AN females (1.4%) were higher than their participation rates. Involuntary Separations The involuntary separation rates for Black Females (27.7%) , Black Males (11.88%) , and AI/AN females (1.98%) were higher than their participation rates. Black Females and AI/AN Females had separation rates nearly double their participation rates. Black Females had a separation rate high enough to trigger disproportionate impact by a standard deviation analysis.				
STATEMENT OF BARRIER GROUPS:	Barrier Group White Females Black or African American Males Black or African American Females Asian Males American Indian or Alaska Native Females				
Barrier Analysis Process Completed?:	Y				
Barrier(s) Identified?:	Y				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Retention	Description of Policy, Procedure, or Practice Staffing shortages in front-line positions create challenging work schedules (doubling/tripling of assignments, CSIs and PHVs working the slaughter line to cover vacancies, mandatory overtime, and detailing of employees to cover vacancies) resulting in a work-life balance that may be hard to sustain for employees. In-plant job requirements including work schedules, work environment, and regulatory interaction with industry personnel may not be well understood by applicants prior to accepting positions resulting in job dissatisfaction and attrition. Medical requirements of front-line positions may disqualify employees who become disabled in the course of employment; limited Department-wide placement opportunities exist to place employees in the reasonable accommodation process resulting in disability retirements or removals. Work reductions resulting from industry adoption of the New Poultry Inspection System (NPIS) create a surplus of Food Inspectors with limited local placement.			
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Develop and implement training, guidance material, and program support for hiring officials on outreach, recruitment, hiring, and diversity goals
10/01/2021	09/30/2022	Yes			Improve communication and information sharing within the Agency

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Plan to Eliminate Identified Barriers

Objective(s) and Dates for EEO Plan

Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Promote employee engagement, empowerment, and retention

Responsible Official(s)

Title	Name	Standards Address The Plan?
Director, Civil Rights Staff	Angela Kelly	Yes
Assistant Administrator, OPACE	Carol Blake	Yes
Assistant Administrator, OM	Frank Mays	Yes
Assistant Administrator, OFO	Philip Bronstein	Yes
Assistant Administrator, OEED	Soumaya Tohamy	Yes

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Analyze data and feedback gathered by the Agency's exit survey tool.	Yes		
09/30/2022	Issue annual mandatory EEO, Civil Rights, and Diversity and Inclusion training and ensure completion.	Yes		
09/30/2022	Continue to market the Agency's awards programs and employee development programs through employee publications, EEOACs, and SEPMS to promote availability of employee recognition, career development, and employee engagement opportunities.	Yes		
09/30/2022	Continue to fund and utilize recruitment and retention monetary incentives to Food Inspectors, Consumer Safety Inspectors, and Public Health Veterinarians.	Yes		
09/30/2022	Continue to fund and advertise tuition reimbursements for continuing education and training programs for Food Inspectors, Consumer Safety Inspectors and Public Health Veterinarians	Yes		
09/30/2023	Develop an upward mobility program for field personnel.	Yes		

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Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>Develop and implement i-Impact: My Agency, My Career – visual maps of FSIS career journeys for employees, beginning with four mission critical job series.</p> <ul style="list-style-type: none"> • Career journeys for Food Inspectors and Consumer Safety Inspectors developed and in final draft review with publication expected for FY 2022. FSIS Notice in development. <p>Develop and implement an Agency-wide exit survey to identify factors contributing to employee attrition including factors identified by and affecting PWD and PWTD.</p> <ul style="list-style-type: none"> • Exit survey implementation completed July 2021 and publicized in Food for Thought newsletter. Bi-annual analysis and program feedback is scheduled. <p>Disseminate Agency leadership development program announcements via numerous methods including the FSIS Gateway Listserv, Wednesday Newslines, SEPMS, EEOACs, and graduates of leadership development programs.</p> <ul style="list-style-type: none"> • FSIS Gateway webinar announcements were disseminated to supervisors via the FSIS Supervisor and Management Council 2-3 weeks prior to each learning event. • FSIS Learning Trove webinar announcements were disseminated to all FSIS employees through employee newsletters, SEPMS, EEOACs, and graduates of leadership development programs 2-3 weeks prior to each learning event. • The virtual FY 2021 Escalade Leadership Development Program was competitively announced through the employee newsletter, 2019 and 2020 Escalade alumni, and 2019 Federal Executive Institute alumni. A pre-application webinar was also announced and delivered twice to provide a program overview, discuss logistics, and answer questions. • 2021 New Supervisor Training Program (NSTP) announcements were disseminated every 1-2 months to all new supervisors. Each participant received guidance and instructional material for completing the virtual curriculum due one year from the date of their assignment. • The competitive FSIS 2021 Federal Executive Institute (FEI) program applications were twice distributed to all Management Council (MC) members for distribution to GS-15s, and eligible GS-14s with required waivers. Use competitive selection methods for leadership development programs to promote program quality and fairness. • The FSIS 2021 Escalade Leadership Development Program involved a competitive application process for supervisory and non-supervisory applicants GS-9 to GS-13 or Commissioned Corps Officer 03 to 04 with a confirmed FY 2020 performance rating of “meets” or higher. Applications were sanitized, rated, and ranked by a panel of FSIS Federal Executive Institute (FEI) graduates. All 2021 applicants were selected. • The competitive virtually held 2021 Federal Executive Institute (FEI) was twice announced to the FSIS Management Council to disseminate applications to all GS-15 and eligible GS-14 employees. Applications contained two narrative evaluations which were evaluated by three senior executives from USDA agencies, rated individually, and ranked via group consensus. All 23 2021 FEI applicants were selected with virtual program scheduling coordination in progress. <p>Provide virtual and offsite training opportunities to new and experienced FSIS employees to satisfy USDA and FSIS mandates. This included: open-enrollment programs such as the Learning Trove Program (for all employees), the FSIS Gateway Program (for supervisors), the Escalade Leadership Development Program (for supervisors), the New Supervisor Training Program, and the Experienced Supervisor Training Program.</p> <ul style="list-style-type: none"> • Piloted a virtual FSIS Experienced Supervisor Training Program. All 42 self-nominees were selected. <p>Two separate programs were administered in FY 2021 for initial training of new supervisors – the USDA AgLearn based New Supervisor Training (NST), and the FSIS New Supervisor Training Program (NSTP) virtual pilot. Enrollees had one calendar year from the date of enrollment to complete training. In FY 2021 a combined total of 220 participants completed training including 66 NST graduates, 23 NSTP graduates, and 131 graduates who initially enrolled in FY 2020.</p> <ul style="list-style-type: none"> • Held 14 Learning Trove sessions (open to all employees) and 10 Gateway sessions (open to all supervisors) on varied topics. <p>Continue to launch electronic devices (eDevices) throughout the field to improve communications, connectivity and accessibility for all field employees.</p> <ul style="list-style-type: none"> • Project fully implemented with a 1:1 ratio met for field inspection personnel. <p>Continue educating employees, supervisors, and managers about their responsibilities in the Reasonable Accommodation (RA)/Personal Assistance Services (PAS) process.</p>

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Plan to Eliminate Identified Barriers

Report of Accomplishments

Fiscal Year	Accomplishments
	<ul style="list-style-type: none"> •12 sessions were held in a variety of forums to varied audiences including district/program information sessions, New Supervisory Training Program sessions, and agency-wide webinars. The RA team regularly met with supervisors across the Agency to assist with their RA needs. Issue revised FSIS Directive 4306.2, that complies with USDA DR 4300-008 dated 10/27/2020; disseminate to entire workforce •RA/PA'S procedures were developed including FSIS specific information; however, issuance of the USDA Departmental Regulation deprioritized the need for issuing an FSIS-specific directive. The agency is awaiting a decision from USDA on its waiver request to continue using OMB approved FSIS forms in lieu of AD forms. If approved the agency will decide whether or not an FSIS Directive is needed. Provide RA/PAS training to workforce using various means such as webinars, YouTube, Adobe Connect, and AgLearn. Post updated RA/PAS directive, forms, and resources to public internet website and OHR portal, and utilize USDA mandatory RA/PAS training to educate employees. • One-on-one training to employees and supervisors was regularly provided on an informal basis as RA requests were considered. • An RA training segment was developed for the AgLearn platform as part of the EEO Training Module for FY 2022. •The RA Staff continued to disseminate the on-line RA Booklet to employees and supervisors which provided guidance on roles and responsibilities, timeframes for processing requests, etc. •Issuance of the Departmental Regulation deprioritized the need for an FSIS-specific directive. The RA program could elect to issue FSIS-specific guidance should management determine the need. If FSIS guidance is developed, it will be posted to the FSIS public website and the OHR portal. Send written reminders to employees, supervisors, and managers about impending due dates for receipt of documents for RA/PAS requests. Issue close-out letters in cases where employees are untimely or unresponsive. •These activities were performed on a regular basis to keep cases moving through the process and in compliance with established timelines. Continue to modernize the agency public facing website to improve communications and accessibility to Agency information and resources. •Completed with the launch of the new FSIS website on March 3, 2021 with on-going efforts to improve website content with normal review and remediation of materials to ensure accessibility requirements are met. Upgrade made to the underlying system to ensure ongoing stability and security as well as adding modules to improve search capability, prevent broken links, and improve site layout for better user experience. Modernization of FSIS Intranet – replacing InsideFSIS with USDA-wide solution. •Content audit to determine what should be kept and moved to new site was underway as was the review of Department solution (phase 1). Coordination for retiring old systems connected with the current intranet began, including working with AMS and APHIS to identify dependencies between agency internal workflows.

MD-715 – Part J
Special Program Plan
for the Recruitment, Hiring, Advancement, and
Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.

a.Cluster GS-1 to GS-10 (PWD)	Answer	Yes
b.Cluster GS-11 to SES (PWD)	Answer	No

Aggregate representation was 7.98% in the GS-1 to GS-10 cluster and 10.59% in the GS-11 to SES cluster; however, the latter percentage was not significantly below the 12% benchmark to indicate a trigger.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d) (7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.

a.Cluster GS-1 to GS-10 (PWTD)	Answer	No
b.Cluster GS-11 to SES (PWTD)	Answer	No

Aggregate representation was 2.47% in the GS-1 to GS-10 cluster and 3.45% in the GS-11 to SES cluster.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The Civil Rights Director communicates numerical goals for the employment of PWD/PWTD and presents each program's current PWD/PWTD representation along with recommendations to address disproportionate representation to Agency leadership (the Agency Head, Deputy Administrator, 10 Assistant Administrators, and 10 District Managers). This is communicated annually through the “State of the Agency” briefings with Agency leadership and through workforce analyses that are completed and issued to program areas and districts. Numerical employment goals and current representation are also communicated to program area and district EEOACs and SEPMs; they are also identified in the Agency's annual MD-715 report that is posted on the Agency's website.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency's plan to improve the staffing for the upcoming year.

Answer Yes

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Architectural Barriers Act Compliance	1	0	0	Carlos Batista Property Branch Chief Carlos.batista@usda.gov
Processing applications from PWD and PWTD	32	0	0	Laura Frantes Assistant Director, OHR laura.frantes@usda.gov
Special Emphasis Program for PWD and PWTD	1	0	0	Robinson Rodgers Special Emphasis Program Manager
Processing reasonable accommodation requests from applicants and employees	2	0	0	1. Benjamin Tate, Reasonable Accommodations Advisor, benjamin.tate@usda.gov HR Business Systems Division, HR Business Systems Division, Julaine.McCabe@usda.gov, ReasonableAccommodations@usda.gov
Section 508 Compliance	1	0	0	Kyna Fernandez Management Analyst kyna.fernandez@usda.gov
Answering questions from the public about hiring authorities that take disability into account	32	0	0	Laura Frantes Assistant Director, OHR laura.frantes@usda.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

All Human Resources (HR) Specialists processing applications from PWD and PWTD are required to complete Veteran Employment training. The training covers the use of special hiring authorities for veterans, including 30% or more disabled veterans and Schedule A. The RA Advisors stay abreast of pertinent disability employment law authorities.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources

Answer Yes

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The Agency continued to use a distribution list of numerous programs and resources that serve PWTD and PWD; information such as vacancies at FSIS and other career information was shared with these groups and programs during FY 2021. The list includes the following: USDA's Veterans and Disability Employment Program Managers, Department of Veterans Affairs Regional Employment Coordinators, Soldier for Life Transition Assistance Programs, National and State Vocational Rehabilitation Offices, Student Veterans of America, and LinkedIn professional groups for Veterans and Professionals with Disabilities and Centers for College Students with Disabilities located across the country. FSIS' Veterans and Disability Recruitment Program Coordinator assisted veterans and candidates with disabilities in the job recruitment process, provided resume guidance, assisted establishing USAJOB accounts, and answered questions on veterans' preference, non-competitive hiring and the application process. The Coordinator also: used the Workforce Recruitment Program and USAJobs Resume Mining to locate and refer qualified candidates eligible for non-competitive hiring to FSIS positions; shared FSIS student employment vacancies listed in the Workforce Recruitment Program database with disabled students which also included disabled veterans; and maintained a resume repository to retain and manage unsolicited applications of qualified veterans and applicants with disabilities. This recruitment tool was used by HR specialists during strategic recruitment discussions with districts and program areas, and potential applicants were referred to hiring managers for consideration.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

FSIS continued to utilize Schedule A authority and the Veterans Recruitment authority or 30% or More Disabled Veteran authority to recruit disabled candidates and disabled veterans. Agency vacancy announcements available on USAJobs were open to status candidates, veterans, and Schedule A applicants concurrently.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

When applicants apply for positions on USAJobs, they indicate whether they are eligible for and are applying under Schedule A authority. When reviewing applications, HR Staffing Specialists are able to determine the applicants' qualifications and Schedule A eligibility. Once the review is complete, applicants who are eligible and qualified to be hired under a special hiring authority are referred to the hiring manager for consideration.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer Yes

In FY 2021, all hiring managers were required to take Veteran Employment Training; the training covers the use of special hiring authorities for veterans, including the 30% or more disabled veterans and Schedule A. For new supervisors, training on the use of special hiring authorities was also a part of course content provided at each FSIS New Supervisors Training Program session. The Veterans and Disability Recruitment Program Coordinator also trained hiring managers on special hiring authorities used to recruit disabled veterans and PWDs. This training also included the use of hiring flexibilities and consideration of disabled veterans, professionals with disabilities and targeted disabilities.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

During FY 2021, FSIS continued to collaborate with the Department of Veterans Affairs' Regional Employment Coordinators, Soldier for Life Transition Assistance Programs, National and State Vocational Rehabilitation Offices, Student Veterans of America, the Viscardi Center, and Centers for College Students with Disabilities located nationwide. These collaborations included ensuring that potential applicants were informed about FSIS career opportunities or to request referrals of qualified non-competitive applicants. FSIS also continued to promote job announcements on professional groups such as LinkedIn for veterans and PWD.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

- | | | |
|---|--------|-----|
| a. New Hires for Permanent Workforce (PWD) | Answer | Yes |
| b. New Hires for Permanent Workforce (PWTD) | Answer | No |

Triggers exist for PWD and PWTD. PWD had a permanent new hire rate of 4.62% which was disproportionately lower than the benchmark of 12%, and PWTD had a permanent new hire rate of 1.05% also disproportionately lower than the benchmark of 2%.

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|-----------------------------|--------|-----|
| a. New Hires for MCO (PWD) | Answer | Yes |
| b. New Hires for MCO (PWTD) | Answer | Yes |

Using the Qualified Applicant Pool as a benchmark, triggers exist for three (3) MCOs for PWD. For GS-1862 CSIs, the rate of New Hires for PWD (2.39%) was below the Qualified Applicant Pool (3.04%). For GS-1863 FIs, the rate of New Hires for PWD (2.76%) was below the Qualified Applicant Pool (3.17%). For GS-701 VMOs the rate of New Hires for PWD (0.00%) was below the Qualified Applicant Pool (2.05%) Triggers also exist for one (1) MCO for PWTD; for GS-701, the rate of New Hires for PWTD (0.00%) was below the Qualified Applicant Pool (0.68%).

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. Qualified Applicants for MCO (PWD) | Answer | Yes |
| b. Qualified Applicants for MCO (PWTD) | Answer | Yes |

Using the Relevant Applicant Pool as a benchmark, triggers exist for three (3) MCOs for PWD. For GS-1862 CSIs, the rate of Qualified Applicants for PWD (3.95%) was below the Relevant Applicant Pool (7.88%). For GS-1863 FIs, the rate of Qualified Applicants for PWD (0.00%) was below the Relevant Applicant Pool (5.25%). For GS-701 VMOs, the rate of Qualified Applicants for PWD (7.52%) was below the Relevant Applicant Pool (8.63%) Triggers also exist for three (3) MCO for PWTD. For GS-1862 CSIs, the rate of Qualified Applicants for PWTD (0.76%) was below the Relevant Applicant Pool (2.43%). For GS-1863 FIs, the rate of Qualified Applicants for PWTD (0.0%) was below the Relevant Applicant Pool (1.57%). For GS-701 VMOs, the rate of Qualified Applicants PWTD (0.00%) was below the Relevant Applicant Pool (3.14%).

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------|--------|-----|
| a. Promotions for MCO (PWD) | Answer | Yes |
| b. Promotions for MCO (PWTD) | Answer | Yes |

Using the Qualified Applicant Pool as a benchmark, triggers exist for two (2) MCOs for PWD. For GS-1862 CSIs, the rate of Promotions for PWD (2.40%) was below the Qualified Applicant Pool (3.28%). For GS-701 VMOs, the rate of Promotions for PWD (0.00%) was below the Qualified Applicant Pool (7.52%). Triggers also exist for one (1) MCO for PWTD. For GS-1862 CSIs, the rate of Promotions for PWTD (0.27%) was below the Qualified Applicant Pool (0.30%).

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

FSIS' competitive leadership development programs are open to all Agency GS employees and Commissioned Corps Officers who have a minimum performance rating of "Fully Successful" and obtain supervisory acknowledgement of the candidate's intention to compete for program participation. Applications do not contain names or demographic data, and are reviewed and rated by an external contractor to ensure objectivity. For competitive leadership development programs, top scoring applications are selected based on available funding.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

FSIS New Supervisor Training Program: Increases participants' self-awareness and develops new knowledge, perspectives, behaviors, and skills to manage employees within the context of supervision. (Target Audience: Permanent FSIS Supervisors within their first or second year as a Supervisor) FSIS Experienced Supervisor Training Program: Provides one-week classroom training and on-line training modules assigned to assist supervisors in meeting training requirements, increasing knowledge about latest practices, and maintaining skills already developed. (Target Audience: Permanent FSIS Supervisors with one or more years of supervisory experience) FSIS Gateway Program: A Supervisors' Path to Continual Learning: Provides FSIS Supervisors with ongoing training and resources to support successful management, mentoring and coaching of employees. (Target Audience: All FSIS Supervisors) FSIS Learning Trove Program: Provides facilitator-led, daytime and evening webinars and traditional classroom instruction that may include assessment tools, books, and videos. (Target Audience: All FSIS Employees) FSIS Virtual Escalade Leadership Development Program: Addresses the need for Agency succession planning and enhances Agency leadership competencies by offering development to current and aspiring leaders within FSIS who may assume future formal leadership positions. (Target Audience: GS-9 through GS-13 Non-supervisors and Supervisors, and Commissioned Corps Offices O-3 and O-4) Federal Executive Institute (FEI) - Leadership for a Democratic Society (LDS): Designed to prepare senior-level government executives for complex challenges of leadership through expert instruction and experiential learning. The program develops visionary leaders who can transform their organizations and government. (Target Audience: GS-15 or equivalent/military officer rank of O-6 or above, and GS-14 employees who have executive-level duties and are granted an OPM waiver to participate.) These programs are publicized through the Agency's weekly Food for Thought newsletter, EEOACs, and SEPMs for optimal marketing visibility to employees with disabilities.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)	Applicants (#)	Selectees (#)
Coaching Programs	1361	1361	186	186	29	29
Internship Programs						
Detail Programs						
Fellowship Programs						
Mentoring Programs	1361	1361	186	186	29	29
Training Programs	61	61	5	5	1	1
Other Career Development Programs	337	337	65	65	10	10

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD) Answer No

b. Selections (PWD) Answer No

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD) Answer No

b. Selections (PWTD) Answer No

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Answer No

b. Awards, Bonuses, & Incentives (PWTD) Answer No

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Answer Yes

b. Pay Increases (PWTD) Answer Yes

When comparing the rate of Quality Step Increases (QSI) with the inclusion rate, the rate of QSIs for PWD (8.33%) and PWTD (2.98%) was below the inclusion rate for PWD (8.98%) and PWTD (2.99%), however this difference was within the 10% variance, and therefore did not trigger a barrier.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD) Answer N/A

b. Other Types of Recognition (PWTD) Answer N/A

Non-monetary awards are a form of employee recognition, but distribution of these awards is not tracked.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer N/A

ii. Internal Selections (PWD) Answer N/A

b. Grade GS-15

i. Qualified Internal Applicants (PWD)	Answer	Yes
ii. Internal Selections (PWD)	Answer	Yes
c. Grade GS-14		
i. Qualified Internal Applicants (PWD)	Answer	Yes
ii. Internal Selections (PWD)	Answer	Yes
d. Grade GS-13		
i. Qualified Internal Applicants (PWD)	Answer	Yes
ii. Internal Selections (PWD)	Answer	Yes

The Qualified Internal Applicant rate for PWD was below the permanent employment rate in the Relevant Applicant Pool for three (3) grade levels. The Qualified Internal Applicant rate was 7.41% for GS-13's, while the Relevant Applicant Pool was 9.55%. The Qualified Internal Applicant rate was 1.02% for GS-14's, while the Relevant Applicant Pool was 11.44%. The Qualified Internal Application rate was 0.00% for GS-15's, while the Relevant Applicant Pool was 12.45%. The Internal Selection rate for PWD was below the permanent employment rate in the Relevant Applicant Pool for two (2), GS-13 (7.41%) and GS-14 (0%), grade levels. The internal selection rate was also below the Qualified Internal Applicant pools for GS-13 (0%) compared to 7.41% Qualified Internal Applicant Pool and GS-14 (0%) compared to 1.02% Qualified Internal Applicant Pool. Applicant Workflow Data was not available for SES positions. Data for SES positions is gathered and analyzed at the Department level.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No
b. Grade GS-15		
i. Qualified Internal Applicants (PWTD)	Answer	Yes
ii. Internal Selections (PWTD)	Answer	Yes
c. Grade GS-14		
i. Qualified Internal Applicants (PWTD)	Answer	Yes
ii. Internal Selections (PWTD)	Answer	Yes
d. Grade GS-13		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	Yes

The Qualified Internal Applicant rate for PWTD was below the permanent employment rate in the Relevant Applicant Pool for two (1) grade level. The Qualified Internal Applicant rate was 0.00% for GS-14's, while the Relevant Applicant Pool was 2.77%. The internal selection rate for PWTD was below the permanent employment rate in the Qualified Internal Applicant Pool for two (2) grade levels. The internal selection rate was 0.00% for GS-13's, while the Qualified Internal Applicant Pool was 3.27%. The internal selection rate was 0.0% for GS-15's, while the Qualified Internal Applicant Pool was 100.00%. Applicant Workflow Data was not available for SES positions. Data for SES positions is gathered and analyzed at the Department level.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWD)	Answer	N/A
b. New Hires to GS-15 (PWD)	Answer	Yes
c. New Hires to GS-14 (PWD)	Answer	Yes

d. New Hires to GS-13 (PWT)

Answer Yes

The new hiring rate for PWT was below the Qualified Applicant Pool for three (3) grade levels. The new hire rate was 0.00% for GS-13's, while the Qualified Applicant Pool was 1.77%. The New Hire rate was 0.00% for GS-14's, while the Qualified Applicant Pool was 7.14%. The New Hire rate was 0.00% for GS-15's, while the Qualified Applicant Pool was 8.42%. Applicant Workflow Data was not available for SES positions. Data for SES positions is gathered and analyzed at the Department level.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWT among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWT)

Answer N/A

b. New Hires to GS-15 (PWT)

Answer No

c. New Hires to GS-14 (PWT)

Answer Yes

d. New Hires to GS-13 (PWT)

Answer Yes

The new hiring rate for PWT was below the Qualified Applicant Pool for two (2) grade levels. The new hire rate was 0.00% for GS-13's, while the Qualified Applicant Pool was 1.77%. The new hire rate was 0.00% for GS-14's, while the Qualified Applicant Pool was 2.38%. Applicant Workflow Data was not available for SES positions. Data for SES positions is gathered and analyzed at the Department level.

5. Does your agency have a trigger involving PWT among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWT)

Answer N/A

ii. Internal Selections (PWT)

Answer N/A

b. Managers

i. Qualified Internal Applicants (PWT)

Answer Yes

ii. Internal Selections (PWT)

Answer No

c. Supervisors

i. Qualified Internal Applicants (PWT)

Answer Yes

ii. Internal Selections (PWT)

Answer Yes

The Qualified Internal Applicant rate for PWT was below the permanent employment rate in the Relevant Applicant Pool for supervisors. The Qualified Internal Applicant rate was 2.69% for Supervisors, while the Relevant Applicant Pool was 10.18%. The Internal Selection rate for PWT was below the permanent employment rate in the Qualified Applicant Pool for Supervisors. The Internal Selection rate was 0.00% for Supervisors, while the Qualified Applicant Pool was 6.11%. Applicant Workflow Data was not available for Executive positions. Data for Executive positions is gathered and analyzed at the Department level.

6. Does your agency have a trigger involving PWT among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWT)

Answer N/A

ii. Internal Selections (PWT)

Answer N/A

b. Managers

i. Qualified Internal Applicants (PWT)

Answer Yes

ii. Internal Selections (PWT)

Answer Yes

c. Supervisors

i. Qualified Internal Applicants (PWTB)

Answer Yes

ii. Internal Selections (PWTB)

Answer Yes

The Qualified Internal Applicant rate for PWTB was consistently below the permanent employment rate in the Relevant Applicant Pool. The Qualified Internal Application rate was 0.72% for Supervisors, while the Relevant Applicant Pool was 3.31%. The Qualified Internal Application rate was 0.00% for Managers, while the Relevant Applicant Pool was 4.03%. The Internal Selection rate for PWTB was below the permanent employment rate in the Qualified Applicant Pool for supervisors and managers. The Internal Selection rate was 0.00% for Supervisors, while the Qualified Applicant Pool was 2.69%. The Internal Selection rate was 0.00% for Managers, while the Qualified Applicant Pool was 100.00%. Applicant Workflow Data was not available for Executive positions. Data for Executive positions is gathered and analyzed at the Department level.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTB)

Answer N/A

b. New Hires for Managers (PWTB)

Answer Yes

c. New Hires for Supervisors (PWTB)

Answer Yes

The new hiring rate for PWTB was below the Qualified Applicant Pool for Supervisors. The new hire rate was 0.00% for Supervisors, while the Qualified Applicant Pool was 4.00%. The new hire rate was 0.00% for Manager, while the Qualified Applicant Pool was 8.42%. Applicant Workflow Data was not available for Executive positions. Data for Executive positions is gathered and analyzed at the Department level.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTB)

Answer N/A

b. New Hires for Managers (PWTB)

Answer No

c. New Hires for Supervisors (PWTB)

Answer Yes

The new hiring rate for PTWB was below the Qualified Applicant Pool for Supervisors. The new hire rate was 0.00% for Supervisors, while the Qualified Applicant Pool was 2.67%. Applicant Workflow Data was not available for Executive positions. Data for Executive positions is gathered and analyzed at the Department level.

Section V: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 CFR § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWTB)

Answer Yes

b. Involuntary Separations (PWTB)

Answer Yes

The involuntary separation rate for PWD (9.90%) was above the inclusion rate for PWD (8.60%), exceeding the 10% variance range. The voluntary separation for PWD (11.37%) was also above the inclusion rate, also exceeding the 10% variance range. The total separation rate for PWD (11.19%) was disproportionately higher than the permanent workforce (8.60%).

3. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWT)

Answer No

b. Involuntary Separations (PWT)

Answer No

The involuntary separation rate for PWT (2.97%) was above the inclusion rate for PWD (2.69%), exceeding the 10% variance range. The voluntary separation rate for PWT (5.13%) was above the inclusion rate for PWT (2.69%), also exceeding the 10% variance range. The total separation rate for PWT (4.87%) was disproportionately higher than the permanent workforce (2.69%).

4. If a trigger exists involving the separation rate of PWD and/or PWT, please explain why they left the agency using exit interview results and other data sources.

Though the Agency has begun to conduct exit interviews, it does not yet have sufficient data to assess properly. Likewise, in FY 2021 FEVS data was not available. Although Title VII employee climate assessment surveys query employees regarding reasons why they may leave the Agency, this information is not tracked by disability status. An assessment of the Agency's EEO complaint data revealed that removals based on medical inability to perform were taken where RA efforts could not locate a suitable qualified position for the employee. Physical and medical requirements of in-plant positions and the extremely limited availability of alternative qualified positions USDA-wide frequently presents RA challenges.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.fsis.usda.gov/policy/fsis-directives/1300.4>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

met via GSA's ABA's posted information. Accessible Facility Design | GSA National Accessibility Program Standards, Policies and Procedures ([gsa.gov](https://www.gsa.gov)) (Online Architectural Barriers Act (ABA) Complaint Form ([access-board.gov](https://www.access-board.gov)))

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

During FY 2021, the Agency completed deployment of laptops (eDevices) to establishments nationwide. The share ratio for devices was reduced from 2 users per device to 1 user per device. This provides field employees the ability to access USDA email; submit their timesheets through the Agency's time and attendance system, WebTA; and receive immediate access to Agency policy guidance and trainings. The eDevice project supports the Agency's Strategic Goal 3: Achieve Operational Excellence. In addition, the Agency launched its new website platform on March 3, 2021. This was a result of ongoing efforts to improve website content. With the new site, FSIS will continue its normal review and remediation of materials to ensure accessibility requirements are met.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The average timeframe for processing initial RA requests for FY 2021 was 10 days, an improvement of 5 days from the FY 2020 average of 15 days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The Agency continued to use a tracking and recordkeeping system to improve case processing times and to maintain program accountability. A total of 144 cases were processed in FY 2021, reflecting a net increase of 5.8% (9 cases) from the FY 2020 total. The percentage of timely processed requests was 90%, reflecting a 5% increase from FY 2020 (85%). Furthermore, USDA's RA procedures allow for extended timeframes in specific extenuating circumstances; the 10% that were not processed within the prescribed timeframe met the criteria for those extenuating circumstances, as described in the Departmental Regulation. Continued efforts to improve processing timeframes for RA requests were demonstrated by delivering continued training to supervisors/managers; adding additional managerial review/approval levels above the first level supervisor in the processing of RA requests; and adhering to due dates for Agency receipt of complete employee documentation before closing cases.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The Agency actively partnered with the USDA-OHRM and other USDA sub-agencies to establish PAS provider contracts.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

Not applicable

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer Yes

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

Two responsible management officials were ordered to take eight (8) hours of training on agency obligations under the Rehabilitation Act, the RA process, and responsibilities for engaging in the interactive process; posting a notice of discrimination at the worksite was also done. The complainant received compensatory damages.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:		Workforce Data (if so identify the table)			
Specific Workforce Data Table:		Workforce Data Table - B1			
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		New Hires: Total workforce (permanent): Selection rates for PWD (4.62%) and PWTD (1.05%) fell below EEOC's federal employment targets of 12% and 2% respectively. Mission critical occupations (MCOs): Selection rates for PWD in all three MCOs fell below Qualified Applicant Pool benchmarks. Specifically, selection rates for new PWD hires were: 1862-CSI (2.39%), 1863-FI (2.76%), and 0701- VMO (0%); these were measured against Qualified Applicant Pool benchmarks of 3.04%, 3.17%, and 2.05%, respectively. For new PWTD hires, the sole selection rate falling below the Qualified Applicant Pool (0.68%) was for 0701- VMO (0%). Senior Grades (GS-13 to GS-15): New hires at the GS-13 (0%) and GS-14 (0%) levels were below the Qualified Applicant Pool benchmarks for both PWD and PWTD. Qualified Internal Applicant rates at the GS-13 (7.41%), GS-14 (1.02%), and GS-15 (0%) were below the Relevant Applicant Pool benchmarks for PWD; the internal applicant hires at the GS-13 (0%) and GS-14 (0%) levels were below the Qualified Applicant Pool benchmarks for PWD of 1.77% and 2.38%.			
STATEMENT OF BARRIER GROUPS:		Barrier Group People with Disabilities People with Targeted Disabilities			
Barrier Analysis Process Completed?:		Y			
Barrier(s) Identified?:		Y			
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Barrier Name New Hires		Description of Policy, Procedure, or Practice Institutional barriers may exist for positions in MCOs regarding medical qualifications, physical requirements, or job requirements (such as tours of duty, mandatory overtime, travel requirements, and relocation) that result in insufficient Qualified Applicant Pools and/or the eventual disqualification of applicants with tentative offers for employment or promotion. An attitudinal barrier may exist among hiring officials that disadvantages disabled candidates from receiving objective consideration for positions, including those in the three MCOs and positions at senior level grades. This attitudinal barrier may continue to exist despite continued training of hiring officials on the use and benefits of special hiring authorities, recurring strategic staffing discussions between HR and hiring officials, and awareness of the EEOC's targeted affirmative employment goals.	
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Continue improvements to the RA Program through issuance of a supplemental Agency directive, advertising and promoting the availability of online RA resources, and continuing Agency-wide education and training efforts.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Chief Human Capital Officer		Joseph Abbott		Yes	
Chief Training Officer		Soumaya Tohamy		Yes	
Reasonable Accommodation Advisors		Benjamin Tate; Julaine McCabe		Yes	

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	<p>Continue to train the workforce on the RA process and requirements through the following efforts:</p> <ul style="list-style-type: none"> -Providing RA training to employees and managers using various formats such as webinars, YouTube, Adobe Connect, and AgLearn. -Issuing mandatory RA training to all employees via AgLearn. -Ensuring the RA team presents at least: 2 NSTP training sessions, 2 Agency-wide webinars, and 4 district/program specific information sessions. · -Publishing at least 2 Food for Thought educational articles informing employees of the RA process. -Regularly meeting with supervisors across the Agency to assist with their RA needs. 	Yes		
09/30/2022	Continue to collect and improve analyses of applicant flow data for employment actions for use in trigger identification and barrier analysis affecting PWD and PWTB	Yes		
09/30/2022	Continue to increase outreach activities with relevant entities working with and providing services to disabled persons and veterans. Consider whether initiating new contacts and partnerships are feasible and can increase Qualified Applicant Pools.	Yes		
09/30/2022	Continue training efforts on special hiring authorities that take disability into account; continue to emphasize the EEOC target employment goals and the availability/benefits of utilizing these hiring authorities during recurring strategic recruitment discussions with hiring officials.	Yes		
09/30/2022	Develop and implement a Fellowship program designed to provide employees the opportunity to spend up to 3 months assigned to another program area or to HQ component of their program, to include a shadowing and mentoring program, including PWD and PWTB.	Yes		
09/30/2022	Continue to send written reminders to employees, supervisors, and managers about impending due dates for receipt of documents for RA/PAS requests.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>FSIS continued to focus on providing RA training to employees, supervisors and managers throughout the Agency. In FY 2021, the following RA trainings were provided:</p> <ul style="list-style-type: none"> · Supervisor Info Session: Reasonable Accommodations Best Practices 9/30/2021 · New Supervisory Training Program 2/22/2021 · OPPD EEOAC Brown Bag 10/27/2020 · Virtual New Supervisors Training Program (VNSTP) Recording (Available Via Supervisors Help) 10/27/2020 · OIEA Quarterly Town Hall 1/28/2021 · Work Life Services Division Q&A 3/30/2021 · ASD Monthly Meeting 4/8/2021 · Alameda FLS Meeting 4/8/2021 · OPPD Brown Bag 4/22/2021 · Talent Mgmt Training Tools (Available Via Supervisors Help) 4/28/2021 · Raleigh SCSI Meeting 5/4/2021 · Des Moines FLS Meeting 6/15/2021 · OA EEOAC Meeting 9/20/2021 · OIED sponsored HR information session for supervisors 9/30/2021

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>The Agency was granted access to applicant flow data for employment actions for the first time. The availability of this data enabled the Agency to identify potential triggers impacting PWD and PWTD and takes the appropriate steps to address them.</p> <p>The Agency utilized its Agency-wide Mentoring Program to strengthen employee core leadership competencies by facilitating a 3-pronged mentoring program, supported by on-line resources. This included formal mentoring, situational mentoring, and new supervisor sponsorship. In total, 52 employees participated in the formal mentoring program that ultimately resulted in 26 matched pairs of mentors / protégés.</p> <p>The Agency established a single HR phone number and email address to streamline the process for HR-related inquiries, including those related to RA, special emphasis hiring, and WVPRP/harassment.</p>
2021	<p>Developed PAS/RA Procedures, including FSIS-specific information, to be issued under an updated Agency Directive. The Agency is currently waiting for the Department to make a determination on its request to continue to use OMB-approved FSIS-developed forms. Once a decision is made the Directive will be submitted to the Agency for clearance. Issuing the Departmental Regulation reduced the need for an FSIS-specific directive. The RA program could still issue FSIS specific guidance if Agency management decides to do so.</p> <p>Provided RA training to employees and managers using various means such as webinars, YouTube, Adobe Connect, and AgLearn. Regularly provided one-on-one training to employees and supervisors on an informal basis as RA requests were being considered. Developed RA training as an AgLearn course which will be mandated for all employees as a part of their FY 2022 EEO/CR training requirement.</p>
2021	<p>Applicant flow data was pulled from various HR staffing systems, such as USA Staffing and the NFC Personnel and Payroll System database. To improve FSIS' ability to collect and analyze the data, Human Resources Operations Division (HROD) provided training and direction to their employees to encourage applicants to provide their disability and race/ethnicity status when applying for a position. This information was electronically collected for reporting and analysis. During the 4th quarter, HROD also collaborated with the CRS to identify Relevant Applicant Pool data for the Agency's mission critical positions and secure applicant flow data needed for reporting.</p> <p>FSIS developed and implemented an Agency-wide exit survey process to identify factors, including those identified by and affecting PWD and PWTD, that contribute to employee attrition. The survey asks separating employees for various demographic information to allow the Agency to analyze the exit survey results by disability status as well as other demographic categories.</p>
2021	<p>The FSIS Veterans' Outreach Coordinator continued to conduct outreach activities by assisting 10 Veterans with resume building and review, establishing USAJobs.gov accounts, and submitting resumes to hiring managers for consideration. The Coordinator ensured that the names of eligible Veterans were placed in the 10-point File for consideration and formed partnerships with OFO and HROD to develop continuous open job announcements for Veterans and target Veterans for the Apprenticeship Programs.</p> <p>Human Resources Business Systems Division (HRBSD) increased outreach and recruitment activities by partnering with Army Career Services, WorkEx and Soldier For Life Transition Assistance Program to implement (SFL-TAP) apprenticeship programs specifically for Veterans, some of which may be disabled. HRBSD collaborated with HROD to provide guidance and policy information to Veterans and disabled persons. HRBSD maintained various contacts/partnerships and decided to ramp up outreach activities with its current contacts rather than initiate new contacts and partnerships to increase the qualified hiring pool.</p> <p>Partnered with Joint Base Lewis – McChord's Transition Assistance Program (JBLM-TAP) to conduct 4 virtual Brown Bag Hiring Fairs targeting/recruiting transitioning Service Members and Veterans; approved 5 Service Members for candidacy in the Pre-apprenticeship Program and 4 Service Members for the Apprenticeship Program; and conducted talks with Fort Bragg SFL-TAP to form a partnership to increase the hiring of Veterans via the Apprenticeship Programs.</p>

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>HROD developed and conducted the “Hiring Process in General” webinar for experienced supervisors in FY 2021. The training included the use of special hiring authorities for the non-competitive hiring of disabled veterans and persons with disabilities. In addition, prior to starting the recruitment, Staffing Specialists conduct strategic recruitment discussions (SRDs) with hiring officials. During the SRD, the importance of diversity hiring and special hiring authorities are discussed. Additionally, when submitting a recruitment request, hiring officials must complete the Appendix A, which requires hiring officials to consider the use of non-competitive methods for hiring veterans and persons with disabilities. This further emphasizes the need to increase diversity and achieve the goals outlined in the Agency’s affirmative employment plan. Furthermore, it is standard practice for hiring officials to open their jobs to veterans and PWD.</p>

Source of the Trigger:		Workforce Data (if so identify the table)															
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STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?		Promotions: MCOs: The percentage of qualified internal PWD and PWTD applicants in MCO candidate pools were below Relevant Applicant Pool benchmarks in all three MCOs (1862, 1863, 0701). For PWD applicants, the Qualified Applicant pools for 1862's (3.95%), 1863's (0.0%) and 0701's (7.52%) were all below the Relevant Applicant Pool Benchmarks (7.88%, 5.25% and 8.63%). For PWTD applicants, the percentage of Qualified Internal PWTD Applicants in MCO pools in 1862's (0.76%), 1863's (0.0%) and 0701's (0.0%) were also below the Relevant Applicant Pool (2.43%, 1.57% and 3.14%). For PWD's, Selected Applicants for 1862's (2.40%) and 0701's (0.0%) were below the Qualified Applicant Pool benchmarks (3.28% and 7.52%). The only selection rates of concern were for promotions of PWTD in the 1862-CSI occupation (0.27%), which was below the Qualified Applicant Pool benchmark (0.30%). Senior Grades (GS-13 to GS-15): The Qualified Internal Applicant rates for PWD and for promotions to senior grades in the GS-13 (7.41%), GS-14 (1.02%) and the GS-15 (0.0%) grades were disproportional to the Relevant Applicant Pool benchmarks (9.55%, 11.44% and 12.45%). The percentage of Qualified PWTD Internal Applicants in the GS-14 (0.0%) grade was also below the Relevant Applicant Pool benchmarks (2.77%). The internal selection rates for PWD for the GS-13 (0.0%) and GS-14 (0.0%) grades were below the employment rate in the Qualified Applicant Pools (7.41% and 1.02%). The internal PWTD selection rates for GS-13 (0.0%) and GS-15 (0.0%) grades were below the Qualified Applicant Pool benchmarks (3.27% and 100%).															
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09/30/2022	Continue to collect and improve analyses of applicant flow data for employment actions for use in trigger identification and barrier analysis affecting PWD and PWTD. Continue to increase outreach activities with relevant entities working with and providing services to disabled persons and veterans. Consider whether initiating new contacts and partnerships are feasible and can increase Qualified Applicant Pools. Continue training efforts on special hiring authorities that take disability into account; continue to emphasize the EEOC target employment goals and the availability/benefits of utilizing these hiring authorities during recurring strategic recruitment discussions with hiring officials.	Yes		
09/30/2022	Develop and implement a Fellowship program designed to provide employees the opportunity to spend up to 3 months assigned to another program area or to HQ component of their program, to include a shadowing and mentoring program, including PWD and PWTD. 09/30/2022 Continue to send written reminders to employees, supervisors, and managers about impending due dates for receipt of documents for RA/PAS requests.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
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Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>FSIS continued to focus on providing RA training to employees, supervisors and managers throughout the Agency. In FY 2021, the following RA trainings were provided:</p> <ul style="list-style-type: none"> · Supervisor Info Session: Reasonable Accommodations Best Practices 9/30/2021 · New Supervisory Training Program 2/22/2021 · OPPD EEOAC Brown Bag 10/27/2020 · Virtual New Supervisors Training Program (VNSTP) Recording (Available Via Supervisors Help) 10/27/2020 · OIEA Quarterly Town Hall 1/28/2021 · Work Life Services Division Q&A 3/30/2021 · ASD Monthly Meeting 4/8/2021 · Alameda FLS Meeting 4/8/2021 · OPPD Brown Bag 4/22/2021 · Talent Mgmt Training Tools (Available Via Supervisors Help) 4/28/2021 · Raleigh SCSI Meeting 5/4/2021 · Des Moines FLS Meeting 6/15/2021 · OA EEOAC Meeting 9/20/2021 · OEED sponsored HR information session for supervisors 9/30/2021
2021	<p>Developed PAS/RA Procedures, including FSIS-specific information, to be issued under an updated Agency Directive. The Agency is currently waiting for the Department to make a determination on its request to continue to use OMB-approved FSIS-developed forms. Once a decision is made the Directive will be submitted to the Agency for clearance. Issuing the Departmental Regulation reduced the need for an FSIS-specific directive. The RA program could still issue FSIS specific guidance if Agency management decides to do so.</p> <p>Provided RA training to employees and managers using various means such as webinars, YouTube, Adobe Connect, and AgLearn. Regularly provided one-on-one training to employees and supervisors on an informal basis as RA requests were being considered. Developed RA training as an AgLearn course which will be mandated for all employees as a part of their FY 2022 EEO/CR training requirement.</p> <p>Applicant flow data was pulled from various HR staffing systems, such as USA Staffing and the NFC Personnel and Payroll System database. To improve FSIS' ability to collect and analyze the data, Human Resources Operations Division (HROD) provided training and direction to their employees to encourage applicants to provide their disability and race/ethnicity status when applying for a position. This information was electronically collected for reporting and analysis. During the 4th quarter, HROD also collaborated with the CRS to identify Relevant Applicant Pool data for the Agency's mission critical positions and secure applicant flow data needed for reporting.</p>

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>FSIS developed and implemented an Agency-wide exit survey process to identify factors, including those identified by and affecting PWD and PWTD, that contribute to employee attrition. The survey asks separating employees for various demographic information to allow the Agency to analyze the exit survey results by disability status as well as other demographic categories.</p> <p>The FSIS Veterans' Outreach Coordinator continued to conduct outreach activities by assisting 10 Veterans with resume building and review, establishing USAJobs.gov accounts, and submitting resumes to hiring managers for consideration. The Coordinator ensured that the names of eligible Veterans were placed in the 10-point File for consideration and formed partnerships with OFO and HROD to develop continuous open job announcements for Veterans and target Veterans for the Apprenticeship Programs.</p> <p>Human Resources Business Systems Division (HRBSD) increased outreach and recruitment activities by partnering with Army Career Services, WorkEx and Soldier For Life Transition Assistance Program to implement (SFL-TAP) apprenticeship programs specifically for Veterans, some of which may be disabled. HRBSD collaborated with HROD to provide guidance and policy information to Veterans and disabled persons. HRBSD maintained various contacts/partnerships and decided to ramp up outreach activities with its current contacts rather than initiate new contacts and partnerships to increase the qualified hiring pool. Partnered with Joint Base Lewis – McChord's Transition Assistance Program (JBLM-TAP) to conduct 4 virtual Brown Bag Hiring Fairs targeting/recruiting transitioning Service Members and Veterans; approved 5 Service Members for candidacy in the Pre-apprenticeship Program and 4 Service Members for the Apprenticeship Program; and conducted talks with Fort Bragg SFL-TAP to form a partnership to increase the hiring of Veterans via the Apprenticeship Programs.</p> <p>HROD developed and conducted the "Hiring Process in General" webinar for experienced supervisors in FY 2021. The training included the use of special hiring authorities for the non-competitive hiring of disabled veterans and persons with disabilities. In addition, prior to starting the recruitment, Staffing Specialists conduct strategic recruitment discussions (SRDs) with hiring officials. During the SRD, the importance of diversity hiring and special hiring authorities are discussed. Additionally, when submitting a recruitment request, hiring officials must complete the Appendix A, which requires hiring officials to consider the use of non-competitive methods for hiring veterans and persons with disabilities. This further emphasizes the need to increase diversity and achieve the goals outlined in the Agency's affirmative employment plan. Furthermore, it is standard practice for hiring officials to open their jobs to veterans and PWD.</p>

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B14				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Separations: Involuntary Separations: The involuntary separation rate for PWD (9.90%) and PWTD (2.97%) exceeded the respective permanent workforce rates (8.61% and 2.71%). Voluntary Separations: The voluntary separation rate for PWD (11.37%) exceeded the permanent workforce rate for PWD (8.61%). Similarly, the voluntary separation rate for PWTD (5.13%) exceeded the permanent workforce rate for PWTD (2.71%). Total Separations: The total separation rate for PWD (11.13%) was disproportionately higher than the permanent workforce for PWD (8.60%). The total separation rate for PWTD (4.87%) was also higher than the permanent workforce (2.69%).				
STATEMENT OF BARRIER GROUPS:	Barrier Group People with Disabilities People with Targeted Disabilities				
Barrier Analysis Process Completed?:	Y				
Barrier(s) Identified?:	Y				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Separations	Description of Policy, Procedure, or Practice Institutional barriers may exist regarding supervisory resistance or misunderstanding regarding the continuing obligation to engage in the interactive RA process; the limited Agency job placement options for employees who become disabled during employment; and supervisory decisions determining if/when accommodations constitute undue Agency hardship. These factors may contribute to the disproportionate percentage of PWD who involuntarily separate. Objective(s) Increase the numbers of PWD/PWTD available in the Qualified Applicant Pools and improve percentages of PWD/PWTD hired and promoted with an emphasis on MCOs and senior grade levels to align with appropriate benchmarks.			
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2022	09/30/2022	Yes			Continue improvements to the RA Program through issuance of a supplemental Agency directive, advertising and promoting the availability of online RA resources, and continuing Agency-wide education and training efforts.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Chief Human Capital Officer		Joseph Abbott		Yes	
Chief Training Officer		Soumaya Tohamy		Yes	
Reasonable Accommodation Advisor		Benjamin Tate; Julaine McCabe		Yes	

Planned Activities Toward Completion of Objective

Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Continue to train the workforce on the RA process and requirements through the following efforts: · Providing RA training to employees and managers using various formats such as webinars, YouTube, Adobe Connect, and AgLearn. · Issuing mandatory RA training to all employees via AgLearn. · Ensuring the RA team presents at least: 2 NSTP training sessions, 2 Agency-wide webinars, and 4 district/ program specific information sessions. · Publishing at least 2 Food for Thought educational articles informing employees of the RA process. · Regularly meeting with supervisors across the Agency to assist with their RA needs.	Yes		
09/30/2022	Continue to collect and improve analyses of applicant flow data for employment actions for use in trigger identification and barrier analysis affecting PWD and PWTD. Continue to increase outreach activities with relevant entities working with and providing services to disabled persons and veterans. Consider whether initiating new contacts and partnerships are feasible and can increase Qualified Applicant Pools. Continue training efforts on special hiring authorities that take disability into account; continue to emphasize the EEOC target employment goals and the availability/benefits of utilizing these hiring authorities during recurring strategic recruitment discussions with hiring officials.	Yes		
09/30/2022	Develop and implement a Fellowship program designed to provide employees the opportunity to spend up to 3 months assigned to another program area or to HQ component of their program, to include a shadowing and mentoring program, including PWD and PWTD. 09/30/2022 Continue to send written reminders to employees, supervisors, and managers about impending due dates for receipt of documents for RA/PAS requests.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>The Agency was granted access to applicant flow data for employment actions for the first time. The availability of this data enabled the Agency to identify potential triggers impacting PWD and PWTD and takes the appropriate steps to address them.</p> <p>The Agency utilized its Agency-wide Mentoring Program to strengthen employee core leadership competencies by facilitating a 3-pronged mentoring program, supported by on-line resources. This included formal mentoring, situational mentoring, and new supervisor sponsorship. In total, 52 employees participated in the formal mentoring program that ultimately resulted in 26 matched pairs of mentors / protégés.</p> <p>The Agency established a single HR phone number and email address to streamline the process for HR-related inquiries, including those related to RA, special emphasis hiring, and WVPRP/harassment.</p> <p>Developed PAS/RA Procedures, including FSIS-specific information, to be issued under an updated Agency Directive. The Agency is currently waiting for the Department to make a determination on its request to continue to use OMB-approved FSIS-developed forms. Once a decision is made the Directive will be submitted to the Agency for clearance. Issuing the Departmental Regulation reduced the need for an FSIS-specific directive. The RA program could still issue FSIS specific guidance if Agency management decides to do so.</p>

Report of Accomplishments

Fiscal Year	Accomplishments
2021	<p>Provided RA training to employees and managers using various means such as webinars, YouTube, Adobe Connect, and AgLearn. Regularly provided one-on-one training to employees and supervisors on an informal basis as RA requests were being considered. Developed RA training as an AgLearn course which will be mandated for all employees as a part of their FY 2022 EEO/CR training requirement.</p> <p>Applicant flow data was pulled from various HR staffing systems, such as USA Staffing and the NFC Personnel and Payroll System database. To improve FSIS' ability to collect and analyze the data, Human Resources Operations Division (HROD) provided training and direction to their employees to encourage applicants to provide their disability and race/ethnicity status when applying for a position. This information was electronically collected for reporting and analysis. During the 4th quarter, HROD also collaborated with the CRS to identify Relevant Applicant Pool data for the Agency's mission critical positions and secure applicant flow data needed for reporting.</p> <p>FSIS developed and implemented an Agency-wide exit survey process to identify factors, including those identified by and affecting PWD and PWTD, that contribute to employee attrition. The survey asks separating employees for various demographic information to allow the Agency to analyze the exit survey results by disability status as well as other demographic categories.</p> <p>The FSIS Veterans' Outreach Coordinator continued to conduct outreach activities by assisting 10 Veterans with resume building and review, establishing USAJobs.gov accounts, and submitting resumes to hiring managers for consideration. The Coordinator ensured that the names of eligible Veterans were placed in the 10-point File for consideration and formed partnerships with OFO and HROD to develop continuous open job announcements for Veterans and target Veterans for the Apprenticeship Programs.</p>
2021	<p>Human Resources Business Systems Division (HRBSD) increased outreach and recruitment activities by partnering with Army Career Services, WorkEx and Soldier For Life Transition Assistance Program to implement (SFL-TAP) apprenticeship programs specifically for Veterans, some of which may be disabled. HRBSD collaborated with HROD to provide guidance and policy information to Veterans and disabled persons. HRBSD maintained various contacts/partnerships and decided to ramp up outreach activities with its current contacts rather than initiate new contacts and partnerships to increase the qualified hiring pool. Partnered with Joint Base Lewis – McChord's Transition Assistance Program (JBLM-TAP) to conduct 4 virtual Brown Bag Hiring Fairs targeting/recruiting transitioning Service Members and Veterans; approved 5 Service Members for candidacy in the Pre-apprenticeship Program and 4 Service Members for the Apprenticeship Program; and conducted talks with Fort Bragg SFL-TAP to form a partnership to increase the hiring of Veterans via the Apprenticeship Programs.</p> <p>HROD developed and conducted the "Hiring Process in General" webinar for experienced supervisors in FY 2021. The training included the use of special hiring authorities for the non-competitive hiring of disabled veterans and persons with disabilities. In addition, prior to starting the recruitment, Staffing Specialists conduct strategic recruitment discussions (SRDs) with hiring officials. During the SRD, the importance of diversity hiring and special hiring authorities are discussed. Additionally, when submitting a recruitment request, hiring officials must complete the Appendix A, which requires hiring officials to consider the use of non-competitive methods for hiring veterans and persons with disabilities. This further emphasizes the need to increase diversity and achieve the goals outlined in the Agency's affirmative employment plan. Furthermore, it is standard practice for hiring officials to open their jobs to veterans and PWD</p>

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Implementation of the Agency's RA/PAS directive was delayed during FY 2020 pending USDA's issuance of its RA Departmental Regulation issued in October 2020. All other planned activities were either completed or are in an on-going status.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

In FY 2020, the Agency conducted numerous outreach activities with colleges and universities, agencies, organizations, and groups who work with and provide services to disabled veterans and PWDs. Due to the pandemic, FSIS' attendance at onsite recruitment events was hampered; however, one virtual recruitment event that focused on the recruitment of veterans and disabled veterans was conducted. During the event, the Agency provided guidance to disabled veterans and PWDs about the FSIS recruitment process as well as information completing a resume. The Veterans and Disability Recruitment Coordinator also worked with agencies and organizations in finding qualified non-competitive applicants to fill vacancies in various districts. In addition, the Veterans and Disability Recruitment Coordinator met with the Soldier for Life Transition Assistance Program Managers at Joint Base Lewis-McChord to provide FSIS career information and to offer pre-apprenticeship and apprenticeship opportunities for transitioning service members, including those with disabilities. FSIS also provided position descriptions and announcements to the Department's Military Veterans Agricultural Liaison to search for qualified applicants to refer for FSIS employment utilizing special hiring authorities. The Veterans and Disability Recruitment Coordinator continued to provide veterans' resumes to HR specialists to share with programs or districts with vacancies. These efforts collectively increased the disability applicant pool available for consideration to a non-competitive appointment; however, FY 2020 data shows there were fewer Schedule A disability-related appointments compared to FY 2019 and fewer numbers of PWD and PWTD in the permanent workforce.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

Multi-year timeframes are needed to realize greater change. The Agency will continue to implement and monitor planned activities and will consider additional strategies to further improve the representation of PWD and PWTD if changes are not realized.

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD)

Answer Yes

b. Cluster GS-11 to SES (PWD)

Answer No

Aggregate representation was 7.98% in the GS-1 to GS-10 cluster and 10.59% in the GS-11 to SES cluster; however, the latter percentage was not significantly below the 12% benchmark to indicate a trigger.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTD)

Answer No

b. Cluster GS-11 to SES (PWTD)

Answer No

Aggregate representation was 2.47% in the GS-1 to GS-10 cluster and 3.45% in the GS-11 to SES cluster.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-1 to GS-10	6753	539	7.98	167	2.47
Grades GS-11 to SES	2143	227	10.59	74	3.45

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The Civil Rights Director communicates numerical goals for the employment of PWD/PWTD and presents each program's current PWD/PWTD representation along with recommendations to address disproportionate representation to Agency leadership (the Agency Head, Deputy Administrator, 10 Assistant Administrators, and 10 District Managers). This is communicated annually through the "State of the Agency" briefings with Agency leadership and through workforce analyses that are completed and issued to program areas and districts. Numerical employment goals and current representation are also communicated to program area and district EEOACs and SEPMs; they are also identified in the Agency's annual MD-715 report that is posted on the Agency's website.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

- Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

- Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Architectural Barriers Act Compliance	1	0	0	Carlos Batista Property Branch Chief Carlos.batista@usda.gov
Processing applications from PWD and PWTD	32	0	0	Laura Frantes Assistant Director, OHR laura.frantes@usda.gov
Special Emphasis Program for PWD and PWTD	1	0	0	Robinson Rodgers Special Emphasis Program Manager
Processing reasonable accommodation requests from applicants and employees	2	0	0	HR Business Systems Division, Julaine.McCabe@usda.gov ReasonableAccommodator
Section 508 Compliance	1	0	0	Kyna Fernandez Management Analyst kyna.fernandez@usda.gov
Answering questions from the public about hiring authorities that take disability into account	32	0	0	Laura Frantes Assistant Director, OHR laura.frantes@usda.gov

- Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

All Human Resources (HR) Specialists processing applications from PWD and PWTD are required to complete Veteran Employment training. The training covers the use of special hiring authorities for veterans, including 30% or more disabled veterans and Schedule A. The RA Advisors stay abreast of pertinent disability employment law authorities.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

Section III: Program Deficiencies In The Disability Program

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The Agency continued to use a distribution list of numerous programs and resources that serve PWTD and PWD; information such as vacancies at FSIS and other career information was shared with these groups and programs during FY 2021. The list includes the following: USDA’s Veterans and Disability Employment Program Managers, Department of Veterans Affairs Regional Employment Coordinators, Soldier for Life Transition Assistance Programs, National and State Vocational Rehabilitation Offices, Student Veterans of America, and LinkedIn professional groups for Veterans and Professionals with Disabilities and Centers for College Students with Disabilities located across the country. FSIS’ Veterans and Disability Recruitment Program Coordinator assisted veterans and candidates with disabilities in the job recruitment process, provided resume guidance, assisted establishing USAJOB accounts, and answered questions on veterans’ preference, non-competitive hiring and the application process. The Coordinator also: used the Workforce Recruitment Program and USAJobs Resume Mining to locate and refer qualified candidates eligible for non-competitive hiring to FSIS positions; shared FSIS student employment vacancies listed in the Workforce Recruitment Program database with disabled students which also included disabled veterans; and maintained a resume repository to retain and manage unsolicited applications of qualified veterans and applicants with disabilities. This recruitment tool was used by HR specialists during strategic recruitment discussions with districts and program areas, and potential applicants were referred to hiring managers for consideration.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

FSIS continued to utilize Schedule A authority and the Veterans Recruitment authority or 30% or More Disabled Veteran authority to recruit disabled candidates and disabled veterans. Agency vacancy announcements available on USAJobs were open to status candidates, veterans, and Schedule A applicants concurrently.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

When applicants apply for positions on USAJobs, they indicate whether they are eligible for and are applying under Schedule A authority. When reviewing applications, HR Staffing Specialists are able to determine the applicants’ qualifications and Schedule A eligibility. Once the review is complete, applicants who are eligible and qualified to be hired under a special hiring authority are referred to the hiring manager for consideration.

- 4.

Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Answer Yes

In FY 2021, all hiring managers were required to take Veteran Employment Training; the training covers the use of special hiring authorities for veterans, including the 30% or more disabled veterans and Schedule A. For new supervisors, training on the use of special hiring authorities was also a part of course content provided at each FSIS New Supervisors Training Program session. The Veterans and Disability Recruitment Program Coordinator also trained hiring managers on special hiring authorities used to recruit disabled veterans and PWDs. This training also included the use of hiring flexibilities and consideration of disabled veterans, professionals with disabilities and targeted disabilities.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

During FY 2021, FSIS continued to collaborate with the Department of Veterans Affairs’ Regional Employment Coordinators, Soldier for Life Transition Assistance Programs, National and State Vocational Rehabilitation Offices, Student Veterans of America, the Viscardi Center, and Centers for College Students with Disabilities located nationwide. These collaborations included ensuring that potential applicants were informed about FSIS career opportunities or to request referrals of qualified non-competitive applicants. FSIS also continued to promote job announcements on professional groups such as LinkedIn for veterans and PWD.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

- Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

a. New Hires for Permanent Workforce (PWD)

Answer Yes

b. New Hires for Permanent Workforce (PWTD)

Answer No

Triggers exist for PWD and PWTD. PWD had a permanent new hire rate of 4.62% which was disproportionately lower than the benchmark of 12%, and PWTD had a permanent new hire rate of 1.05% also disproportionately lower than the benchmark of 2%.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	4355	3.10	0.00	0.64	0.00
% of Qualified Applicants	2469	3.48	0.00	0.28	0.00
% of New Hires	401	2.24	0.00	0.25	0.00

- Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for MCO (PWD)

Answer Yes

b. New Hires for MCO (PWTD)

Answer Yes

Using the Qualified Applicant Pool as a benchmark, triggers exist for three (3) MCOs for PWD. For GS-1862 CSIs, the rate of New Hires for PWD (2.59%) was below the Qualified Applicant Pool (3.04%). For GS-1863 FIs, the rate of New Hires for PWD (2.76%) was below the Qualified Applicant Pool (3.17%). For GS-701 VMOs the rate of New Hires for PWD (0.00%) was below the Qualified Applicant Pool (2.05%). Triggers also exist for one (1) MCO for PWTD; for GS-701, the rate of New Hires for PWTD (0.00%) was below the Qualified Applicant Pool (0.68%).

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0701 VETERINARY MEDICAL SCIENCE	24	0.00	0.00
1862 CONSUMER SAFETY INSPECTOR	375	2.40	0.27
1863 FOOD INSPECTOR	2	0.00	0.00

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer Yes
- b. Qualified Applicants for MCO (PWTD) Answer Yes

Using the Relevant Applicant Pool as a benchmark, triggers exist for three (3) MCOs for PWD. For GS-1862 CSIs, the rate of Qualified Applicants for PWD (3.95%) was below the Relevant Applicant Pool (7.88%). For GS-1863 FIs, the rate of Qualified Applicants for PWD (0.00%) was below the Relevant Applicant Pool (5.25%). For GS-701 VMOs, the rate of Qualified Applicants for PWD (7.52%) was below the Relevant Applicant Pool (8.63%). Triggers also exist for three (3) MCO for PWTD. For GS-1862 CSIs, the rate of Qualified Applicants for PWTD (0.76%) was below the Relevant Applicant Pool (2.43%). For GS-1863 FIs, the rate of Qualified Applicants for PWTD (0.0%) was below the Relevant Applicant Pool (1.57%). For GS-701 VMOs, the rate of Qualified Applicants PWTD (0.00%) was below the Relevant Applicant Pool (3.14%).

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer Yes
- b. Promotions for MCO (PWTD) Answer Yes

Using the Qualified Applicant Pool as a benchmark, triggers exist for two (2) MCOs for PWD. For GS-1862 CSIs, the rate of Promotions for PWD (2.40%) was below the Qualified Applicant Pool (3.28%). For GS-701 VMOs, the rate of Promotions for PWD (0.00%) was below the Qualified Applicant Pool (7.52%). Triggers also exist for one (1) MCO for PWTD. For GS-1862 CSIs, the rate of Promotions for PWTD (0.27%) was below the Qualified Applicant Pool (0.30%).

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

FSIS' competitive leadership development programs are open to all Agency GS employees and Commissioned Corps Officers who have a minimum performance rating of "Fully Successful" and obtain supervisory acknowledgement of the candidate's intention to compete for program participation. Applications do not contain names or demographic data, and are reviewed and rated by an external contractor to ensure objectivity. For competitive leadership development programs, top scoring applications are selected based on available funding.

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

FSIS New Supervisor Training Program: Increases participants' self-awareness and develops new knowledge, perspectives, behaviors, and skills to manage employees within the context of supervision. (Target Audience: Permanent FSIS Supervisors within their first or second year as a Supervisor) FSIS Experienced Supervisor Training Program: Provides one-week classroom training and on-line training modules assigned to assist supervisors in meeting training requirements, increasing knowledge about latest practices, and maintaining skills already developed. (Target Audience: Permanent FSIS Supervisors with one or more years of supervisory experience) FSIS Gateway Program: A Supervisors' Path to Continual Learning: Provides FSIS Supervisors with ongoing training and resources to support successful management, mentoring and coaching of employees. (Target Audience: All FSIS Supervisors) FSIS Learning Trove Program: Provides facilitator-led, daytime and evening webinars and traditional classroom instruction that may include assessment tools, books, and videos. (Target Audience: All FSIS Employees) FSIS Virtual Escalade Leadership Development Program: Addresses the need for Agency succession planning and enhances Agency leadership competencies by offering development to current and aspiring leaders within FSIS who may assume future formal leadership positions. (Target Audience: GS-9 through GS-13 Non-supervisors and Supervisors, and Commissioned Corps Offices O-3 and O-4) Federal Executive Institute (FEI) - Leadership for a Democratic Society (LDS): Designed to prepare senior-level government executives for complex challenges of leadership through expert instruction and experiential learning. The program develops visionary leaders who can transform their organizations and government. (Target Audience: GS-15 or equivalent/military officer rank of O-6 or above, and GS-14 employees who have executive-level duties and are granted an OPM waiver to participate.) These programs are publicized through the Agency's weekly Food for Thought newsletter, EEOACs, and SEPMs for optimal marketing visibility to employees with disabilities.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Coaching Programs	1361	1361	186	186	29	29
Internship Programs						
Detail Programs						
Fellowship Programs						
Mentoring Programs	1361	1361	186	186	29	29
Training Programs	61	61	5	5	1	1
Other Career Development Programs	337	337	65	65	10	10

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD)

Answer No

b. Selections (PWD)

Answer No

4. Do triggers exist for PWTB among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTB)

Answer No

b. Selections (PWTB)

Answer No

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWB and/or PWTB for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWB)

Answer No

b. Awards, Bonuses, & Incentives (PWTB)

Answer No

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	452	6.92	4.98	7.05	6.86
Time-Off Awards 1 - 10 Hours: Total Hours	3434	52.61	37.90	52.28	52.76
Time-Off Awards 1 - 10 Hours: Average Hours	7.6	0.99	0.10	3.07	0.04
Time-Off Awards 11 - 20 hours: Awards Given	221	3.66	2.48	3.32	3.81
Time-Off Awards 11 - 20 Hours: Total Hours	3734	61.62	41.73	61.41	61.71
Time-Off Awards 11 - 20 Hours: Average Hours	16.9	2.20	0.22	7.68	-0.31
Time-Off Awards 21 - 30 hours: Awards Given	32	0.26	0.36	0.00	0.38
Time-Off Awards 21 - 30 Hours: Total Hours	775	6.27	8.56	0.00	9.14
Time-Off Awards 21 - 30 Hours: Average Hours	24.22	3.13	0.32	0.00	4.57
Time-Off Awards 31 - 40 hours: Awards Given	6	0.13	0.04	0.00	0.19
Time-Off Awards 31 - 40 Hours: Total Hours	224	5.22	1.48	0.00	7.62
Time-Off Awards 31 - 40 Hours: Average Hours	37.33	5.22	0.49	0.00	7.62
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	6738	76.37	77.91	74.69	77.14
Cash Awards: \$501 - \$999: Total Amount	4897112	55659.40	56613.38	54622.41	56135.43
Cash Awards: \$501 - \$999: Average Amount	726.79	95.14	9.58	303.46	-0.48
Cash Awards: \$1000 - \$1999: Awards Given	4486	57.83	50.88	60.17	56.76
Cash Awards: \$1000 - \$1999: Total Amount	6720074	85024.41	76522.38	88150.62	83589.33
Cash Awards: \$1000 - \$1999: Average Amount	1498.01	191.93	19.82	607.93	0.96
Cash Awards: \$2000 - \$2999: Awards Given	4418	45.43	51.07	48.13	44.19
Cash Awards: \$2000 - \$2999: Total Amount	10384144	107905.22	119884.09	115513.28	104412.76
Cash Awards: \$2000 - \$2999: Average Amount	2350.42	310.07	30.95	995.80	-4.71
Cash Awards: \$3000 - \$3999: Awards Given	740	9.01	8.32	10.37	8.38
Cash Awards: \$3000 - \$3999: Total Amount	2470150	30093.99	27786.26	34597.93	28026.48
Cash Awards: \$3000 - \$3999: Average Amount	3338.04	436.14	44.04	1383.92	1.07
Cash Awards: \$4000 - \$4999: Awards Given	183	2.22	2.15	2.07	2.29
Cash Awards: \$4000 - \$4999: Total Amount	806697	9814.62	9471.61	9153.53	10118.10
Cash Awards: \$4000 - \$4999: Average Amount	4408.18	577.33	58.11	1830.71	1.97
Cash Awards: \$5000 or more: Awards Given	41	0.78	0.44	1.66	0.38
Cash Awards: \$5000 or more: Total Amount	247859	4735.64	2644.13	8846.47	2848.57
Cash Awards: \$5000 or more: Average Amount	6045.34	789.27	80.13	2211.62	136.35

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance- based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD)

Answer Yes

b. Pay Increases (PWTD)

Answer Yes

When comparing the rate of Quality Step Increases (QSI) with the inclusion rate, the rate of QSIs for PWD (8.33%) and PWTD (2.98%) was below the inclusion rate for PWD (8.98%) and PWTD (2.99%), however this difference was within the 10% variance, and therefore did not trigger a barrier.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	141	1.17	1.69	0.41	1.52

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- | | | |
|--------------------------------------|--------|-----|
| a. Other Types of Recognition (PWD) | Answer | N/A |
| b. Other Types of Recognition (PWTD) | Answer | N/A |

Non-monetary awards are a form of employee recognition, but distribution of these awards is not tracked.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

- | | | |
|--|--------|-----|
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |

b. Grade GS-15

- | | | |
|--|--------|-----|
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |

c. Grade GS-14

- | | | |
|--|--------|-----|
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |

d. Grade GS-13

- | | | |
|--|--------|-----|
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |

The Qualified Internal Applicant rate for PWD was below the permanent employment rate in the Relevant Applicant Pool for three (3) grade levels. The Qualified Internal Applicant rate was 7.41% for GS-13's, while the Relevant Applicant Pool was 9.55%. The Qualified Internal Applicant rate was 1.02% for GS-14's, while the Relevant Applicant Pool was 11.44%. The Qualified Internal Application rate was 0.00% for GS-15's, while the Relevant Applicant Pool was 12.45%. The Internal Selection rate for PWD was below the permanent employment rate in the Relevant Applicant Pool for two (2), GS-13 (7.41%) and GS-14 (0%), grade levels. The internal selection rate was also below the Qualified Internal Applicant pools for GS-13 (0%) compared to 7.41% Qualified Internal Applicant Pool and GS-14 (0%) compared to 1.02% Qualified Internal Applicant Pool. Applicant Workflow Data was not available for SES positions. Data for SES positions is gathered and analyzed at the Department level.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

- | | | |
|---|--------|----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD) | Answer | No |

- b. Grade GS-15
 - i. Qualified Internal Applicants (PWTD) Answer Yes
 - ii. Internal Selections (PWTD) Answer Yes
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWTD) Answer Yes
 - ii. Internal Selections (PWTD) Answer Yes
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer Yes

The Qualified Internal Applicant rate for PWTD was below the permanent employment rate in the Relevant Applicant Pool for two (1) grade level. The Qualified Internal Applicant rate was 0.00% for GS-14's, while the Relevant Applicant Pool was 2.77%. The internal selection rate for PWTD was below the permanent employment rate in the Qualified Internal Applicant Pool for two (2) grade levels. The internal selection rate was 0.00% for GS-13's, while the Qualified Internal Applicant Pool was 3.27%. The internal selection rate was 0.0% for GS-15's, while the Qualified Internal Applicant Pool was 100.00%. Applicant Workflow Data was not available for SES positions. Data for SES positions is gathered and analyzed at the Department level.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. New Hires to SES (PWD) Answer N/A
 - b. New Hires to GS-15 (PWD) Answer Yes
 - c. New Hires to GS-14 (PWD) Answer Yes
 - d. New Hires to GS-13 (PWD) Answer Yes

The new hiring rate for PWD was below the Qualified Applicant Pool for three (3) grade levels. The new hire rate was 0.00% for GS-13's, while the Qualified Applicant Pool was 1.77%. The New Hire rate was 0.00% for GS-14's, while the Qualified Applicant Pool was 7.14%. The New Hire rate was 0.00% for GS-15's, while the Qualified Applicant Pool was 8.42%. Applicant Workflow Data was not available for SES positions. Data for SES positions is gathered and analyzed at the Department level.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. New Hires to SES (PWTD) Answer N/A
 - b. New Hires to GS-15 (PWTD) Answer No
 - c. New Hires to GS-14 (PWTD) Answer Yes
 - d. New Hires to GS-13 (PWTD) Answer Yes

The new hiring rate for PWTD was below the Qualified Applicant Pool for two (2) grade levels. The new hire rate was 0.00% for

GS-13's, while the Qualified Applicant Pool was 1.77%. The new hire rate was 0.00% for GS-14's, while the Qualified Applicant Pool was 2.38%. Applicant Workflow Data was not available for SES positions. Data for SES positions is gathered and analyzed at the Department level.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWD) Answer N/A

ii. Internal Selections (PWD) Answer N/A

b. Managers

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer No

c. Supervisors

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

The Qualified Internal Applicant rate for PWD was below the permanent employment rate in the Relevant Applicant Pool for supervisors. The Qualified Internal Applicant rate was 2.69% for Supervisors, while the Relevant Applicant Pool was 10.18%. The Internal Selection rate for PWD was below the permanent employment rate in the Qualified Applicant Pool for Supervisors. The Internal Selection rate was 0.00% for Supervisors, while the Qualified Applicant Pool was 6.11%. Applicant Workflow Data was not available for Executive positions. Data for Executive positions is gathered and analyzed at the Department level.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD) Answer N/A

ii. Internal Selections (PWTD) Answer N/A

b. Managers

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

c. Supervisors

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer Yes

The Qualified Internal Applicant rate for PWTD was consistently below the permanent employment rate in the Relevant Applicant Pool. The Qualified Internal Application rate was 0.72% for Supervisors, while the Relevant Applicant Pool was 3.31%. The Qualified Internal Application rate was 0.00% for Managers, while the Relevant Applicant Pool was 4.03%. The Internal Selection rate for PWTD was below the permanent employment rate in the Qualified Applicant Pool for supervisors and managers. The Internal Selection rate was 0.00% for Supervisors, while the Qualified Applicant Pool was 2.69%. The Internal Selection rate was 0.00% for Managers, while the Qualified Applicant Pool was 100.00%. Applicant Workflow Data was not available for Executive positions. Data for Executive positions is gathered and analyzed at the Department level.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------------|--------|-----|
| a. New Hires for Executives (PWD) | Answer | N/A |
| b. New Hires for Managers (PWD) | Answer | Yes |
| c. New Hires for Supervisors (PWD) | Answer | Yes |

The new hiring rate for PWD was below the Qualified Applicant Pool for Supervisors. The new hire rate was 0.00% for Supervisors, while the Qualified Applicant Pool was 4.00%. The new hire rate was 0.00% for Manager, while the Qualified Applicant Pool was 8.42%. Applicant Workflow Data was not available for Executive positions. Data for Executive positions is gathered and analyzed at the Department level.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|-------------------------------------|--------|-----|
| a. New Hires for Executives (PWTD) | Answer | N/A |
| b. New Hires for Managers (PWTD) | Answer | No |
| c. New Hires for Supervisors (PWTD) | Answer | Yes |

The new hiring rate for PTWD was below the Qualified Applicant Pool for Supervisors. The new hire rate was 0.00% for Supervisors, while the Qualified Applicant Pool was 2.67%. Applicant Workflow Data was not available for Executive positions. Data for Executive positions is gathered and analyzed at the Department level.

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD) Answer Yes

b. Involuntary Separations (PWD) Answer Yes

The involuntary separation rate for PWD (9.90%) was above the inclusion rate for PWD (8.60%), exceeding the 10% variance range. The voluntary separation for PWD (11.37%) was also above the inclusion rate, also exceeding the 10% variance range. The total separation rate for PWD (11.19%) was disproportionately higher than the permanent workforce (8.60%).

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	62	0.64	0.69
Permanent Workforce: Resignation	245	2.83	2.70
Permanent Workforce: Retirement	334	5.66	3.51
Permanent Workforce: Other Separations	95	1.29	1.03
Permanent Workforce: Total Separations	769	10.93	8.27

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD) Answer No

b. Involuntary Separations (PWTD) Answer No

The involuntary separation rate for PWTD (2.97%) was above the inclusion rate for PWD (2.69%), exceeding the 10% variance range. The voluntary separation rate for PWTD (5.13%) was above the inclusion rate for PWTD (2.69%), also exceeding the 10% variance range. The total separation rate for PWTD (4.87%) was disproportionately higher than the permanent workforce (2.69%).

Separations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	62	0.82	0.68
Permanent Workforce: Resignation	245	4.12	2.67
Permanent Workforce: Retirement	334	9.05	3.55
Permanent Workforce: Other Separations	95	1.23	1.05
Permanent Workforce: Total Separations	769	15.64	8.31

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

Though the Agency has begun to conduct exit interviews, it does not yet have sufficient data to assess properly. Likewise, in FY 2021 FEVS data was not available. Although Title VII employee climate assessment surveys query employees regarding reasons why they may leave the Agency, this information is not tracked by disability status. An assessment of the Agency’s EEO complaint data revealed that removals based on medical inability to perform were taken where RA efforts could not locate a suitable qualified position for the employee. Physical and medical requirements of in-plant positions and the extremely limited availability of alternative qualified positions USDA-wide frequently presents RA challenges.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.fsis.usda.gov/policy/fsis-directives/1300.4>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

met via GSA's ABA's posted information. Accessible Facility Design | GSA National Accessibility Program Standards, Policies and Procedures (gsa.gov) (Online Architectural Barriers Act (ABA) Complaint Form (access-board.gov))

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

During FY 2021, the Agency completed deployment of laptops (eDevices) to establishments nationwide. The share ratio for devices was reduced from 2 users per device to 1 user per device. This provides field employees the ability to access USDA email; submit their timesheets through the Agency's time and attendance system, WebTA; and receive immediate access to Agency policy guidance and trainings. The eDevice project supports the Agency's Strategic Goal 3: Achieve Operational Excellence. In addition, the Agency launched its new website platform on March 3, 2021. This was a result of ongoing efforts to improve website content. With the new site, FSIS will continue its normal review and remediation of materials to ensure accessibility requirements are met.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The average timeframe for processing initial RA requests for FY 2021 was 10 days, an improvement of 5 days from the FY 2020 average of 15 days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The Agency continued to use a tracking and recordkeeping system to improve case processing times and to maintain program accountability. A total of 144 cases were processed in FY 2021, reflecting a net increase of 5.8% (9 cases) from the FY 2020 total. The percentage of timely processed requests was 90%, reflecting a 5% increase from FY 2020 (85%). Furthermore, USDA's RA procedures allow for extended timeframes in specific extenuating circumstances; the 10% that were not processed within the prescribed timeframe met the criteria for those extenuating circumstances, as described in the Departmental Regulation. Continued efforts to improve processing timeframes for RA requests were demonstrated by delivering continued training to supervisors/managers; adding additional managerial review/approval levels above the first level supervisor in the processing of RA requests; and adhering to due dates for Agency receipt of complete employee documentation before closing cases.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The Agency actively partnered with the USDA-OHRM and other USDA sub-agencies to establish PAS provider contracts.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

Not applicable

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer Yes

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

Two responsible management officials were ordered to take eight (8) hours of training on agency obligations under the Rehabilitation Act, the RA process, and responsibilities for engaging in the interactive process; posting a notice of discrimination at the worksite was also done. The complainant received compensatory damages.

Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	New Hires: Total workforce (permanent): Selection rates for PWD (4.62%) and PWTD (1.05%) fell below EEOC's federal employment targets of 12% and 2% respectively. Mission critical occupations (MCOs): Selection rates for PWD in all three MCOs fell below Qualified Applicant Pool benchmarks. Specifically, selection rates for new PWD hires were: 1862-CSI (2.39%), 1863-FI (2.76%), and 0701- VMO (0%); these were measured against Qualified Applicant Pool benchmarks of 3.04%, 3.17%, and 2.05%, respectively. For new PWTD hires, the sole selection rate falling below the Qualified Applicant Pool (0.68%) was for 0701- VMO (0%). Senior Grades (GS-13 to GS-15): New hires at the GS-13 (0%) and GS-14 (0%) levels were below the Qualified Applicant Pool benchmarks for both PWD and PWTD. Qualified Internal Applicant rates at the GS-13 (7.41%), GS-14 (1.02%), and GS-15 (0%) were below the Relevant Applicant Pool benchmarks for PWD; the internal applicant hires at the GS-13 (0%) and GS-14 (0%) levels were below the Qualified Applicant Pool benchmarks for PWD of 1.77% and 2.38%.				
STATEMENT OF BARRIER GROUPS:	Barrier Group People with Disabilities People with Targeted Disabilities				
Barrier Analysis Process Completed?:	Y				
Barrier(s) Identified?:	Y				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name New Hires		Description of Policy, Procedure, or Practice Institutional barriers may exist for positions in MCOs regarding medical qualifications, physical requirements, or job requirements (such as tours of duty, mandatory overtime, travel requirements, and relocation) that result in insufficient Qualified Applicant Pools and/or the eventual disqualification of applicants with tentative offers for employment or promotion. An attitudinal barrier may exist among hiring officials that disadvantages disabled candidates from receiving objective consideration for positions, including those in the three MCOs and positions at senior level grades. This attitudinal barrier may continue to exist despite continued training of hiring officials on the use and benefits of special hiring authorities, recurring strategic staffing discussions between HR and hiring officials, and awareness of the EEOC's targeted affirmative employment goals.		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2021	09/30/2022	Yes			Continue improvements to the RA Program through issuance of a supplemental Agency directive, advertising and promoting the availability of online RA resources, and continuing Agency-wide education and training efforts.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Chief Human Capital Officer		Joseph Abbott		Yes	
Chief Training Officer		Soumaya Tohamy		Yes	
Reasonable Accommodation Advisors		Benjamin Tate; Julaine McCabe		Yes	

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	<p>Continue to train the workforce on the RA process and requirements through the following efforts:</p> <ul style="list-style-type: none"> -Providing RA training to employees and managers using various formats such as webinars, YouTube, Adobe Connect, and AgLearn. -Issuing mandatory RA training to all employees via AgLearn. -Ensuring the RA team presents at least: 2 NSTP training sessions, 2 Agency-wide webinars, and 4 district/program specific information sessions. -Publishing at least 2 Food for Thought educational articles informing employees of the RA process. -Regularly meeting with supervisors across the Agency to assist with their RA needs. 	Yes		
09/30/2022	Continue to collect and improve analyses of applicant flow data for employment actions for use in trigger identification and barrier analysis affecting PWD and PWTD	Yes		
09/30/2022	Continue to increase outreach activities with relevant entities working with and providing services to disabled persons and veterans. Consider whether initiating new contacts and partnerships are feasible and can increase Qualified Applicant Pools.	Yes		
09/30/2022	Continue training efforts on special hiring authorities that take disability into account; continue to emphasize the EEOC target employment goals and the availability/benefits of utilizing these hiring authorities during recurring strategic recruitment discussions with hiring officials.	Yes		
09/30/2022	Develop and implement a Fellowship program designed to provide employees the opportunity to spend up to 3 months assigned to another program area or to HQ component of their program, to include a shadowing and mentoring program, including PWD and PWTD.	Yes		
09/30/2022	Continue to send written reminders to employees, supervisors, and managers about impending due dates for receipt of documents for RA/PAS requests.	Yes		

Report of Accomplishments	
Fiscal Year	Accomplishment
2021	<p>FSIS continued to focus on providing RA training to employees, supervisors and managers throughout the Agency. In FY 2021, the following RA trainings were provided:</p> <ul style="list-style-type: none"> · Supervisor Info Session: Reasonable Accommodations Best Practices 9/30/2021 · New Supervisory Training Program 2/22/2021 · OPPD EEOAC Brown Bag 10/27/2020 · Virtual New Supervisors Training Program (VNSTP) Recording (Available Via Supervisors Help) 10/27/2020 · OIEA Quarterly Town Hall 1/28/2021 · Work Life Services Division Q&A 3/30/2021 · ASD Monthly Meeting 4/8/2021 · Alameda FLS Meeting 4/8/2021 · OPPD Brown Bag 4/22/2021 · Talent Mgmt Training Tools (Available Via Supervisors Help) 4/28/2021 · Raleigh SCSI Meeting 5/4/2021 · Des Moines FLS Meeting 6/15/2021 · OA EEOAC Meeting 9/20/2021 · OEED sponsored HR information session for supervisors 9/30/2021
2021	<p>The Agency was granted access to applicant flow data for employment actions for the first time. The availability of this data enabled the Agency to identify potential triggers impacting PWD and PWTD and takes the appropriate steps to address them.</p> <p>The Agency utilized its Agency-wide Mentoring Program to strengthen employee core leadership competencies by facilitating a 3-pronged mentoring program, supported by on-line resources. This included formal mentoring, situational mentoring, and new supervisor sponsorship. In total, 52 employees participated in the formal mentoring program that ultimately resulted in 26 matched pairs of mentors / protégés.</p> <p>The Agency established a single HR phone number and email address to streamline the process for HR-related inquiries, including those related to RA, special emphasis hiring, and WVPRP/harassment.</p>
2021	<p>Developed PAS/RA Procedures, including FSIS-specific information, to be issued under an updated Agency Directive. The Agency is currently waiting for the Department to make a determination on its request to continue to use OMB-approved FSIS-developed forms. Once a decision is made the Directive will be submitted to the Agency for clearance. Issuing the Departmental Regulation reduced the need for an FSIS-specific directive. The RA program could still issue FSIS specific guidance if Agency management decides to do so.</p> <p>Provided RA training to employees and managers using various means such as webinars, YouTube, Adobe Connect, and AgLearn. Regularly provided one-on-one training to employees and supervisors on an informal basis as RA requests were being considered. Developed RA training as an AgLearn course which will be mandated for all employees as a part of their FY 2022 EEO/CR training requirement.</p>
2021	<p>Applicant flow data was pulled from various HR staffing systems, such as USA Staffing and the NFC Personnel and Payroll System database. To improve FSIS' ability to collect and analyze the data, Human Resources Operations Division (HROD) provided training and direction to their employees to encourage applicants to provide their disability and race/ethnicity status when applying for a position. This information was electronically collected for reporting and analysis. During the 4th quarter, HROD also collaborated with the CRS to identify Relevant Applicant Pool data for the Agency's mission critical positions and secure applicant flow data needed for reporting.</p> <p>FSIS developed and implemented an Agency-wide exit survey process to identify factors, including those identified by and affecting PWD and PWTD, that contribute to employee attrition. The survey asks separating employees for various demographic information to allow the Agency to analyze the exit survey results by disability status as well as other demographic categories.</p>

Report of Accomplishments	
Fiscal Year	Accomplishment
2021	<p>The FSIS Veterans' Outreach Coordinator continued to conduct outreach activities by assisting 10 Veterans with resume building and review, establishing USAJobs.gov accounts, and submitting resumes to hiring managers for consideration. The Coordinator ensured that the names of eligible Veterans were placed in the 10-point File for consideration and formed partnerships with OFO and HROD to develop continuous open job announcements for Veterans and target Veterans for the Apprenticeship Programs.</p> <p>Human Resources Business Systems Division (HRBSD) increased outreach and recruitment activities by partnering with Army Career Services, WorkEx and Soldier For Life Transition Assistance Program to implement (SFL-TAP) apprenticeship programs specifically for Veterans, some of which may be disabled. HRBSD collaborated with HROD to provide guidance and policy information to Veterans and disabled persons. HRBSD maintained various contacts/partnerships and decided to ramp up outreach activities with its current contacts rather than initiate new contacts and partnerships to increase the qualified hiring pool.</p> <p>Partnered with Joint Base Lewis – McChord's Transition Assistance Program (JBLM-TAP) to conduct 4 virtual Brown Bag Hiring Fairs targeting/recruiting transitioning Service Members and Veterans; approved 5 Service Members for candidacy in the Pre-apprenticeship Program and 4 Service Members for the Apprenticeship Program; and conducted talks with Fort Bragg SFL-TAP to form a partnership to increase the hiring of Veterans via the Apprenticeship Programs.</p>
2021	<p>HROD developed and conducted the "Hiring Process in General" webinar for experienced supervisors in FY 2021. The training included the use of special hiring authorities for the non-competitive hiring of disabled veterans and persons with disabilities. In addition, prior to starting the recruitment, Staffing Specialists conduct strategic recruitment discussions (SRDs) with hiring officials. During the SRD, the importance of diversity hiring and special hiring authorities are discussed. Additionally, when submitting a recruitment request, hiring officials must complete the Appendix A, which requires hiring officials to consider the use of non-competitive methods for hiring veterans and persons with disabilities. This further emphasizes the need to increase diversity and achieve the goals outlined in the Agency's affirmative employment plan. Furthermore, it is standard practice for hiring officials to open their jobs to veterans and PWD.</p>

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Promotions: MCOs: The percentage of qualified internal PWD and PWTD applicants in MCO candidate pools were below Relevant Applicant Pool benchmarks in all three MCOs (1862, 1863, 0701). For PWD applicants, the Qualified Applicant pools for 1862's (3.95%), 1863's (0.0%) and 0701's (7.52%) were all below the Relevant Applicant Pool Benchmarks (7.88%, 5.25% and 8.63%). For PWTD applicants, the percentage of Qualified Internal PWTD Applicants in MCO pools in 1862's (0.76%), 1863's (0.0%) and 0701's (0.0%) were also below the Relevant Applicant Pool (2.43%, 1.57% and 3.14%). For PWD's, Selected Applicants for 1862's (2.40%) and 0701's (0.0%) were below the Qualified Applicant Pool benchmarks (3.28% and 7.52%). The only selection rates of concern were for promotions of PWTD in the 1862-CSI occupation (0.27%), which was below the Qualified Applicant Pool benchmark (0.30%). Senior Grades (GS-13 to GS-15): The Qualified Internal Applicant rates for PWD and for promotions to senior grades in the GS-13 (7.41%), GS-14 (1.02%) and the GS-15 (0.0%) grades were disproportional to the Relevant Applicant Pool benchmarks (9.55%, 11.44% and 12.45%). The percentage of Qualified PWTD Internal Applicants in the GS-14 (0.0%) grade was also below the Relevant Applicant Pool benchmarks (2.77%). The internal selection rates for PWD for the GS-13 (0.0%) and GS-14 (0.0%) grades were below the employment rate in the Qualified Applicant Pools (7.41% and 1.02%). The internal PWTD selection rates for GS-13 (0.0%) and GS-15 (0.0%) grades were below the Qualified Applicant Pool benchmarks (3.27% and 100%).				
STATEMENT OF BARRIER GROUPS:	Barrier Group People with Disabilities People with Targeted Disabilities				
Barrier Analysis Process Completed?:	Y				
Barrier(s) Identified?:	Y				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Promotions		Description of Policy, Procedure, or Practice Institutional barriers may exist for positions in MCOs regarding medical qualifications, physical requirements, or job requirements (such as tours of duty, mandatory overtime, travel requirements, and relocation) that result in insufficient Qualified Applicant Pools and/or the eventual disqualification of applicants with tentative offers for employment or promotion. An attitudinal barrier may exist among hiring officials that disadvantages disabled candidates from receiving objective consideration for positions, including those in the three MCOs and positions at senior level grades. This attitudinal barrier may continue to exist despite continued training of hiring officials on the use and benefits of special hiring authorities, recurring strategic staffing discussions between HR and hiring officials, and awareness of the EEOC's targeted affirmative employment goals.		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
09/30/2022	10/01/2023	Yes			Continue improvements to the RA Program through issuance of a supplemental Agency directive, advertising and promoting the availability of online RA resources, and continuing Agency-wide education and training efforts.

Responsible Official(s)				
Title		Name	Standards Address The Plan?	
Chief Training Officer		Soumaya Tohamy	Yes	
Chief Human Capital Officer		Joseph Abbott	Yes	
Reasonable Accommodation Officers		Benjamin Tate; Julaine McCable	Yes	
Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Continue to train the workforce on the RA process and requirements through the following efforts: · Providing RA training to employees and managers using various formats such as webinars, YouTube, Adobe Connect, and AgLearn. · Issuing mandatory RA training to all employees via AgLearn. · Ensuring the RA team presents at least: 2 NSTP training sessions, 2 Agency-wide webinars, and 4 district/program specific information sessions. · Publishing at least 2 Food for Thought educational articles informing employees of the RA process. · Regularly meeting with supervisors across the Agency to assist with their RA needs.	Yes		
09/30/2022	Continue to collect and improve analyses of applicant flow data for employment actions for use in trigger identification and barrier analysis affecting PWD and PWTD. Continue to increase outreach activities with relevant entities working with and providing services to disabled persons and veterans. Consider whether initiating new contacts and partnerships are feasible and can increase Qualified Applicant Pools. Continue training efforts on special hiring authorities that take disability into account; continue to emphasize the EEOC target employment goals and the availability/ benefits of utilizing these hiring authorities during recurring strategic recruitment discussions with hiring officials.	Yes		
09/30/2022	Develop and implement a Fellowship program designed to provide employees the opportunity to spend up to 3 months assigned to another program area or to HQ component of their program, to include a shadowing and mentoring program, including PWD and PWTD. 09/30/2022 Continue to send written reminders to employees, supervisors, and managers about impending due dates for receipt of documents for RA/PAS requests.	Yes		

Report of Accomplishments	
Fiscal Year	Accomplishment
2021	<p>The Agency was granted access to applicant flow data for employment actions for the first time. The availability of this data enabled the Agency to identify potential triggers impacting PWD and PWTD and takes the appropriate steps to address them.</p> <p>The Agency utilized its Agency-wide Mentoring Program to strengthen employee core leadership competencies by facilitating a 3-pronged mentoring program, supported by on-line resources. This included formal mentoring, situational mentoring, and new supervisor sponsorship. In total, 52 employees participated in the formal mentoring program that ultimately resulted in 26 matched pairs of mentors / protégés.</p> <p>The Agency established a single HR phone number and email address to streamline the process for HR-related inquiries, including those related to RA, special emphasis hiring, and WVPRP/harassment.</p>
2021	<p>FSIS continued to focus on providing RA training to employees, supervisors and managers throughout the Agency. In FY 2021, the following RA trainings were provided:</p> <p>· Supervisor Info Session: Reasonable Accommodations Best Practices 9/30/2021 · New Supervisory Training Program 2/22/2021 · OPPD EEOAC Brown Bag 10/27/2020 · Virtual New Supervisors Training Program (VNSTP) Recording (Available Via Supervisors Help) 10/27/2020 · OIEA Quarterly Town Hall 1/28/2021 · Work Life Services Division Q&A 3/30/2021 · ASD Monthly Meeting 4/8/2021 · Alameda FLS Meeting 4/8/2021 · OPPD Brown Bag 4/22/2021 · Talent Mgmt Training Tools (Available Via Supervisors Help) 4/28/2021 · Raleigh SCSI Meeting 5/4/2021 · Des Moines FLS Meeting 6/15/2021 · OA EEOAC Meeting 9/20/2021 · OEED sponsored HR information session for supervisors 9/30/2021</p>
2021	<p>Developed PAS/RA Procedures, including FSIS-specific information, to be issued under an updated Agency Directive. The Agency is currently waiting for the Department to make a determination on its request to continue to use OMB-approved FSIS-developed forms. Once a decision is made the Directive will be submitted to the Agency for clearance. Issuing the Departmental Regulation reduced the need for an FSIS-specific directive. The RA program could still issue FSIS specific guidance if Agency management decides to do so.</p> <p>Provided RA training to employees and managers using various means such as webinars, YouTube, Adobe Connect, and AgLearn. Regularly provided one-on-one training to employees and supervisors on an informal basis as RA requests were being considered. Developed RA training as an AgLearn course which will be mandated for all employees as a part of their FY 2022 EEO/CR training requirement.</p> <p>Applicant flow data was pulled from various HR staffing systems, such as USA Staffing and the NFC Personnel and Payroll System database. To improve FSIS' ability to collect and analyze the data, Human Resources Operations Division (HROD) provided training and direction to their employees to encourage applicants to provide their disability and race/ethnicity status when applying for a position. This information was electronically collected for reporting and analysis. During the 4th quarter, HROD also collaborated with the CRS to identify Relevant Applicant Pool data for the Agency's mission critical positions and secure applicant flow data needed for reporting.</p>

Report of Accomplishments	
Fiscal Year	Accomplishment
2021	<p>FSIS developed and implemented an Agency-wide exit survey process to identify factors, including those identified by and affecting PWD and PWTD, that contribute to employee attrition. The survey asks separating employees for various demographic information to allow the Agency to analyze the exit survey results by disability status as well as other demographic categories.</p> <p>The FSIS Veterans' Outreach Coordinator continued to conduct outreach activities by assisting 10 Veterans with resume building and review, establishing USAJobs.gov accounts, and submitting resumes to hiring managers for consideration. The Coordinator ensured that the names of eligible Veterans were placed in the 10-point File for consideration and formed partnerships with OFO and HROD to develop continuous open job announcements for Veterans and target Veterans for the Apprenticeship Programs.</p> <p>Human Resources Business Systems Division (HRBSD) increased outreach and recruitment activities by partnering with Army Career Services, WorkEx and Soldier For Life Transition Assistance Program to implement (SFL-TAP) apprenticeship programs specifically for Veterans, some of which may be disabled. HRBSD collaborated with HROD to provide guidance and policy information to Veterans and disabled persons. HRBSD maintained various contacts/partnerships and decided to ramp up outreach activities with its current contacts rather than initiate new contacts and partnerships to increase the qualified hiring pool. Partnered with Joint Base Lewis – McChord's Transition Assistance Program (JBLM-TAP) to conduct 4 virtual Brown Bag Hiring Fairs targeting/recruiting transitioning Service Members and Veterans; approved 5 Service Members for candidacy in the Pre-apprenticeship Program and 4 Service Members for the Apprenticeship Program; and conducted talks with Fort Bragg SFL-TAP to form a partnership to increase the hiring of Veterans via the Apprenticeship Programs.</p> <p>HROD developed and conducted the "Hiring Process in General" webinar for experienced supervisors in FY 2021. The training included the use of special hiring authorities for the non-competitive hiring of disabled veterans and persons with disabilities. In addition, prior to starting the recruitment, Staffing Specialists conduct strategic recruitment discussions (SRDs) with hiring officials. During the SRD, the importance of diversity hiring and special hiring authorities are discussed. Additionally, when submitting a recruitment request, hiring officials must complete the Appendix A, which requires hiring officials to consider the use of non-competitive methods for hiring veterans and persons with disabilities. This further emphasizes the need to increase diversity and achieve the goals outlined in the Agency's affirmative employment plan. Furthermore, it is standard practice for hiring officials to open their jobs to veterans and PWD.</p>

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B14				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Separations: Involuntary Separations: The involuntary separation rate for PWD (9.90%) and PWTD (2.97%) exceeded the respective permanent workforce rates (8.61% and 2.71%). Voluntary Separations: The voluntary separation rate for PWD (11.37%) exceeded the permanent workforce rate for PWD (8.61%). Similarly, the voluntary separation rate for PWTD (5.13%) exceeded the permanent workforce rate for PWTD (2.71%). Total Separations: The total separation rate for PWD (11.13%) was disproportionately higher than the permanent workforce for PWD (8.60%). The total separation rate for PWTD (4.87%) was also higher than the permanent workforce (2.69%).				
STATEMENT OF BARRIER GROUPS:	Barrier Group People with Disabilities People with Targeted Disabilities				
Barrier Analysis Process Completed?:	Y				
Barrier(s) Identified?:	Y				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Separations		Description of Policy, Procedure, or Practice Institutional barriers may exist regarding supervisory resistance or misunderstanding regarding the continuing obligation to engage in the interactive RA process; the limited Agency job placement options for employees who become disabled during employment; and supervisory decisions determining if/when accommodations constitute undue Agency hardship. These factors may contribute to the disproportionate percentage of PWD who involuntarily separate. Objective(s) Increase the numbers of PWD/PWTD available in the Qualified Applicant Pools and improve percentages of PWD/PWTD hired and promoted with an emphasis on MCOs and senior grade levels to align with appropriate benchmarks.		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
10/01/2022	09/30/2022	Yes			Continue improvements to the RA Program through issuance of a supplemental Agency directive, advertising and promoting the availability of online RA resources, and continuing Agency-wide education and training efforts.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Chief Human Capital Officer		Joseph Abbott		Yes	
Chief Training Officer		Soumaya Tohamy		Yes	
Reasonable Accommodation Advisor		Benjamin Tate; Julaine McCabe		Yes	

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Continue to train the workforce on the RA process and requirements through the following efforts: · Providing RA training to employees and managers using various formats such as webinars, YouTube, Adobe Connect, and AgLearn. · Issuing mandatory RA training to all employees via AgLearn. · Ensuring the RA team presents at least: 2 NSTP training sessions, 2 Agency-wide webinars, and 4 district/program specific information sessions. · Publishing at least 2 Food for Thought educational articles informing employees of the RA process. · Regularly meeting with supervisors across the Agency to assist with their RA needs.	Yes		
09/30/2022	Continue to collect and improve analyses of applicant flow data for employment actions for use in trigger identification and barrier analysis affecting PWD and PWTD. Continue to increase outreach activities with relevant entities working with and providing services to disabled persons and veterans. Consider whether initiating new contacts and partnerships are feasible and can increase Qualified Applicant Pools. Continue training efforts on special hiring authorities that take disability into account; continue to emphasize the EEOC target employment goals and the availability/benefits of utilizing these hiring authorities during recurring strategic recruitment discussions with hiring officials.	Yes		
09/30/2022	Develop and implement a Fellowship program designed to provide employees the opportunity to spend up to 3 months assigned to another program area or to HQ component of their program, to include a shadowing and mentoring program, including PWD and PWTD. 09/30/2022 Continue to send written reminders to employees, supervisors, and managers about impending due dates for receipt of documents for RA/PAS requests.	Yes		

Report of Accomplishments	
Fiscal Year	Accomplishment
2021	<p>The Agency was granted access to applicant flow data for employment actions for the first time. The availability of this data enabled the Agency to identify potential triggers impacting PWD and PWTD and takes the appropriate steps to address them.</p> <p>The Agency utilized its Agency-wide Mentoring Program to strengthen employee core leadership competencies by facilitating a 3-pronged mentoring program, supported by on-line resources. This included formal mentoring, situational mentoring, and new supervisor sponsorship. In total, 52 employees participated in the formal mentoring program that ultimately resulted in 26 matched pairs of mentors / protégés.</p> <p>The Agency established a single HR phone number and email address to streamline the process for HR-related inquiries, including those related to RA, special emphasis hiring, and WVPRP/harassment.</p> <p>Developed PAS/RA Procedures, including FSIS-specific information, to be issued under an updated Agency Directive. The Agency is currently waiting for the Department to make a determination on its request to continue to use OMB-approved FSIS-developed forms. Once a decision is made the Directive will be submitted to the Agency for clearance. Issuing the Departmental Regulation reduced the need for an FSIS-specific directive. The RA program could still issue FSIS specific guidance if Agency management decides to do so.</p>
2021	<p>Provided RA training to employees and managers using various means such as webinars, YouTube, Adobe Connect, and AgLearn. Regularly provided one-on-one training to employees and supervisors on an informal basis as RA requests were being considered. Developed RA training as an AgLearn course which will be mandated for all employees as a part of their FY 2022 EEO/CR training requirement.</p> <p>Applicant flow data was pulled from various HR staffing systems, such as USA Staffing and the NFC Personnel and Payroll System database. To improve FSIS' ability to collect and analyze the data, Human Resources Operations Division (HROD) provided training and direction to their employees to encourage applicants to provide their disability and race/ethnicity status when applying for a position. This information was electronically collected for reporting and analysis. During the 4th quarter, HROD also collaborated with the CRS to identify Relevant Applicant Pool data for the Agency's mission critical positions and secure applicant flow data needed for reporting.</p> <p>FSIS developed and implemented an Agency-wide exit survey process to identify factors, including those identified by and affecting PWD and PWTD, that contribute to employee attrition. The survey asks separating employees for various demographic information to allow the Agency to analyze the exit survey results by disability status as well as other demographic categories.</p> <p>The FSIS Veterans' Outreach Coordinator continued to conduct outreach activities by assisting 10 Veterans with resume building and review, establishing USAJobs.gov accounts, and submitting resumes to hiring managers for consideration. The Coordinator ensured that the names of eligible Veterans were placed in the 10-point File for consideration and formed partnerships with OFO and HROD to develop continuous open job announcements for Veterans and target Veterans for the Apprenticeship Programs.</p>

Report of Accomplishments	
Fiscal Year	Accomplishment
2021	<p>Human Resources Business Systems Division (HRBSD) increased outreach and recruitment activities by partnering with Army Career Services, WorkEx and Soldier For Life Transition Assistance Program to implement (SFL-TAP) apprenticeship programs specifically for Veterans, some of which may be disabled. HRBSD collaborated with HROD to provide guidance and policy information to Veterans and disabled persons. HRBSD maintained various contacts/partnerships and decided to ramp up outreach activities with its current contacts rather than initiate new contacts and partnerships to increase the qualified hiring pool. Partnered with Joint Base Lewis – McChord’s Transition Assistance Program (JBLM-TAP) to conduct 4 virtual Brown Bag Hiring Fairs targeting/recruiting transitioning Service Members and Veterans; approved 5 Service Members for candidacy in the Pre-apprenticeship Program and 4 Service Members for the Apprenticeship Program; and conducted talks with Fort Bragg SFL-TAP to form a partnership to increase the hiring of Veterans via the Apprenticeship Programs.</p> <p>HROD developed and conducted the “Hiring Process in General” webinar for experienced supervisors in FY 2021. The training included the use of special hiring authorities for the non-competitive hiring of disabled veterans and persons with disabilities. In addition, prior to starting the recruitment, Staffing Specialists conduct strategic recruitment discussions (SRDs) with hiring officials. During the SRD, the importance of diversity hiring and special hiring authorities are discussed. Additionally, when submitting a recruitment request, hiring officials must complete the Appendix A, which requires hiring officials to consider the use of non-competitive methods for hiring veterans and persons with disabilities. This further emphasizes the need to increase diversity and achieve the goals outlined in the Agency’s affirmative employment plan. Furthermore, it is standard practice for hiring officials to open their jobs to veterans and PWD</p>

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Implementation of the Agency’s RA/PAS directive was delayed during FY 2020 pending USDA’s issuance of its RA Departmental Regulation issued in October 2020. All other planned activities were either completed or are in an on-going status.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

In FY 2020, the Agency conducted numerous outreach activities with colleges and universities, agencies, organizations, and groups who work with and provide services to disabled veterans and PWDs. Due to the pandemic, FSIS’ attendance at onsite recruitment events was hampered; however, one virtual recruitment event that focused on the recruitment of veterans and disabled veterans was conducted. During the event, the Agency provided guidance to disabled veterans and PWDs about the FSIS recruitment process as well as information completing a resume. The Veterans and Disability Recruitment Coordinator also worked with agencies and organizations in finding qualified non-competitive applicants to fill vacancies in various districts. In addition, the Veterans and Disability Recruitment Coordinator met with the Soldier for Life Transition Assistance Program Managers at Joint Base Lewis-McChord to provide FSIS career information and to offer pre-apprenticeship and apprenticeship opportunities for transitioning service members, including those with disabilities. FSIS also provided position descriptions and announcements to the Department’s Military Veterans Agricultural Liaison to search for qualified applicants to refer for FSIS employment utilizing special hiring authorities. The Veterans and Disability Recruitment Coordinator continued to provide veterans’ resumes to HR specialists to share with programs or districts with vacancies. These efforts collectively increased the disability applicant pool available for consideration to a non-competitive appointment; however, FY 2020 data shows there were fewer Schedule A disability-related appointments compared to FY 2019 and fewer numbers of PWD and PWTD in the permanent workforce.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

Multi-year timeframes are needed to realize greater change. The Agency will continue to implement and monitor planned activities and will consider additional strategies to further improve the representation of PWD and PWTD if changes are not realized.



United States Department of Agriculture

Office of the Secretary
Washington, D.C. 20250

April 9, 2021

USDA Civil Rights Policy Statement

At USDA, we are recommitting ourselves to the values of equity, inclusion, and equal opportunity for each other and those we serve. As Secretary, I will work with our dedicated team to actively advance racial justice and equity for one another. We will do so by rooting out systemic racism and strengthening civil rights programs while building trust within and outside the Department, ensuring transparency and the equitable delivery of quality programs and services, and holding ourselves accountable toward meeting those goals.

As a Department that operates with excellence in leadership, we must affirm and ensure USDA provides equal employment opportunity for all employees and applicants for employment, regardless of race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information, or disability. All employees have the freedom to compete on a fair and level playing field with equal opportunity for available employment and advancement opportunities. Equal employment opportunity covers all personnel/employment programs, management practices, and decisions, including recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. These civil rights principles are more than employees' rights by law—they are core values at the USDA.

USDA strives to become a leader in EEO and a model employer. All USDA applicants and employees have the right not only to be free from harassment and discrimination but also to raise an allegation of harassment of discrimination and not fear reprisal. I will continue to enforce zero tolerance toward any form of workplace harassment. Agencies are required to respond to, address, and correct any harassing conduct before it becomes severe or pervasive. USDA will continue to quickly process complaints of harassment, discrimination, and reprisal and provide robust EEO training to all employees.

I will hold all employees and managers accountable for doing their part to ensure all USDA applicants, customers, constituents, and stakeholders are provided equal access to all opportunities, programs, and services available through USDA. Accordingly, all senior leaders, managers, and supervisors must model values-based leadership and appropriate behavior, leading always by example, treating everyone with dignity and respect, and promoting an ethical, equitable, and inclusive culture. All employees must comply with EEO principles as we perform the Department's mission.

A blue ink signature of Thomas J. Vilsack is written over a white rectangular background.

Thomas J. Vilsack
Secretary



United States Department of Agriculture

Office of the Secretary
Washington, D.C. 20250

April 29, 2021

USDA ANTI-HARASSMENT POLICY STATEMENT

The U.S. Department of Agriculture (USDA) is committed to creating and maintaining a diverse, and inclusive workforce free of discriminatory harassment. In accordance with requirements established by the U.S. Supreme Court¹, this policy applies to USDA employees in their working relationship with Federal employees, non-Federal employees, and the public. It also applies to contractors and individuals employed under other formal agreements with USDA.

All employees and contractors must help to prevent workplace harassment and take immediate and appropriate action when it occurs. I am committed to addressing harassing behavior at the earliest possible stage to avoid or limit potential harm to any employee before it rises to the level of unlawful harassment.

Equal Employment Opportunity (EEO) based harassment is unwelcome conduct based on race, color, national origin, religion, sex, disability, age (40 years of age or older), genetic information, sexual orientation, gender identity, pregnancy, or retaliation for previous EEO activity. Marital status, familial and/or parental status, income derived from a public assistance program, and/or political beliefs are additional protected classifications covered by other Federal laws and authorities.

Harassment based on a protected classification becomes unlawful when tolerating the offensive conduct (verbal or physical) becomes a condition of continued employment, or the conduct is severe or pervasive and creates a work environment a person would consider intimidating, hostile, or abusive. The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee, such as a client or customer.

Other forms of harassment (including bullying) include any form of unwelcome conduct, pervasive, persistent, and unsolicited verbal, non-verbal, written, or physical conduct that is offensive and could alter the affected employee's terms and conditions of employment.

Harassing conduct, whether directed at an employee or non-employee, includes but is not limited to:

- Engaging in sexual harassment, an egregious form of prohibited harassment and a form of sex discrimination. Sexual harassment includes unwelcome conduct such as sexual advances, requests for sexual favors or dates, unwelcome remarks about an individual's appearance, discussions, remarks, or jokes of a sexual nature, and other verbal or physical harassment of a sexual nature.

¹ In Burlington Industries, Inc. v. Ellerth, 524 U.S. 742 (1998), and Faragher v. City of Boca Raton, 524 U.S. 775 (1998).

- Using derogatory words, phrases, epithets, gestures, pictures, drawings, slurs, or cartoons not otherwise protected by the First Amendment's guarantee of the right to freedom of speech and the right to religious free exercise.
- Using electronic devices or forms of communication (computers, cellular telephones, tablets, internet, email, and/or other technological equipment) to intimidate, harass, demean, or degrade another (i.e., cyberbullying).
- Retaliation against any individual for reporting matters under this policy, or for an individual's involvement in an inquiry related to such a report.
- Using negative comments regarding employees age 40 and over.

USDA considers allegations of harassment to be very serious. Employees who witness harassment should immediately report it to their manager, supervisor, any management official in their office or agency, or their Anti-harassment Coordinator, if applicable, before the harassment becomes severe or pervasive in the workplace. Individuals who believe they have been subjected to or witnessed harassment in the workplace are encouraged to inform the alleged harasser directly the conduct is unwelcome and must stop. Employees should also report harassment to management at an early stage to prevent its escalation. Reports of harassment need not be in writing or conform to a format. Allegations of EEO and non-EEO based harassment will be addressed by a management inquiry or investigation. Allegations of EEO based harassment may also be addressed concurrently as an EEO complaint.

Managers and supervisors must maintain confidentiality, to the extent possible, regarding the identity of those individuals reporting allegations of harassing conduct, witnesses who provide information about allegations of harassing conduct, and individuals against whom allegations are made, consistent with the need to investigate alleged incidents of harassing conduct, as required under applicable laws, regulations, and policies. Management officials will take immediate and appropriate corrective action upon receiving notice of a harassment allegation.

Management Inquiry

The management official receiving the allegation will:

- Immediately contact Human Resources, the Agency's Anti-harassment Coordinator, if applicable, or Mission Area and Agency Civil Rights Director regarding all allegations of harassment. Reports of harassment must be investigated and addressed in a prompt, thorough and impartial manner. Confidentiality will be maintained to the extent possible and allowed by law.
- Promptly, thoroughly, and impartially initiate a management inquiry of the allegation of harassment within 10 calendar days of the initial report. If the management official receiving the allegation is not in the alleged perpetrator's chain of command, the management official will refer the allegation to the official within the chain of command. Management may need to undertake immediate measures before completing the inquiry to ensure that further harassment does not occur.
- Report allegations of sexual assault or sexual violence to law enforcement as required by Departmental Regulation 4200-001, *Workplace Violence Prevention and Response Program*.

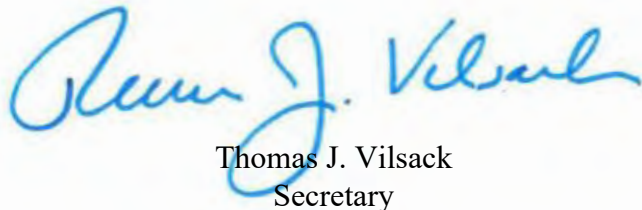
Equal Employment Opportunity (EEO) Complaint

In addition to the process summarized above, individuals who believe they have been subjected to EEO based harassment, including sexual harassment, or retaliation, or any other form of discrimination on the basis of a protected classification, may also file an EEO complaint by contacting their Mission Area, Agency, or Staff Office EEO Counselor within 45 calendar days of the alleged incident. Failure to do so may result in dismissal of the EEO complaint for untimeliness. The expiration of the 45 calendar-day period does not preclude the individual from reporting the incident to a management official for a management inquiry.

Any individual who reports harassment, initiates a harassment complaint, or provides information related to a harassment complaint or inquiry will not be subjected to retaliation before, during, or after the inquiry or complaint process. Moreover, any individual who fails to follow the procedures outlined in this policy will be subject to appropriate corrective and/or disciplinary actions.

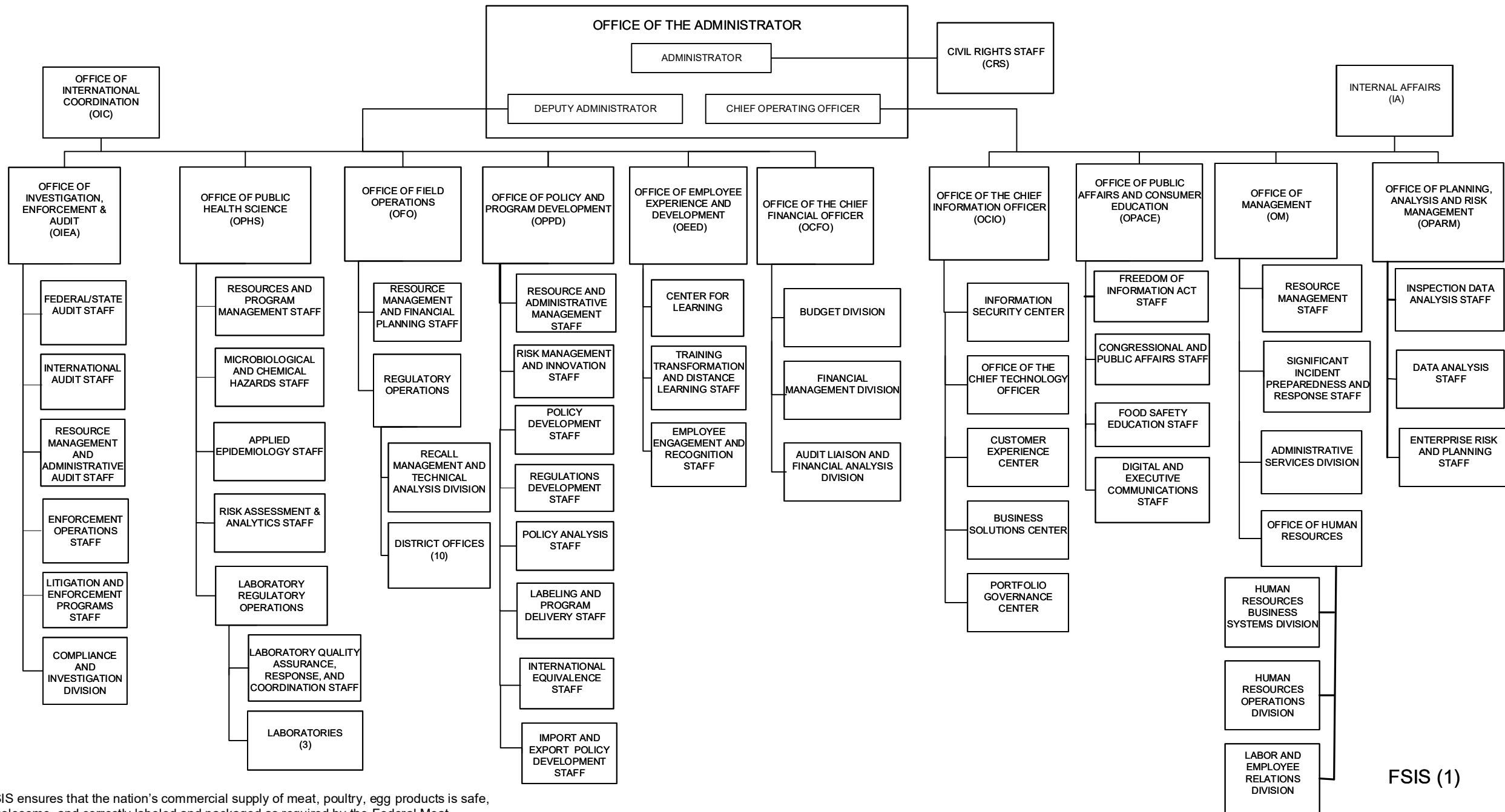
Directions on filing a grievance related to harassment under the administrative grievance system, may be found in Departmental Regulation, 4070-771, *Administrative Grievance System*. Additionally, bargaining unit employees may file grievances related to harassment under applicable negotiated procedures for their represented Mission Area or Staff Office.

Every effort will be made to provide all USDA employees with a copy of this policy statement and complaint procedure and redistributed annually. USDA is dedicated to ensuring a workplace free of all forms of harassment and discrimination, a workplace where we all can personally and professionally thrive while serving the American public.



Thomas J. Vilsack
Secretary

U.S. DEPARTMENT OF AGRICULTURE
FOOD SAFETY AND INSPECTION SERVICE
(37)



FSIS ensures that the nation's commercial supply of meat, poultry, egg products is safe, wholesome, and correctly labeled and packaged as required by the Federal Meat Inspection Act, the Poultry Products Inspection Act, and the Egg Products Inspection Act. Supersedes Chart approved 04/15/2020.

FSIS (1)

AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service

REPORTING PERIOD: FY 2021

PART I - PRE-COMPLAINT ACTIVITIES

	COUNSELING	INDIVIDUALS
INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELING		
C. TOTAL COMPLETED/ENDED COUNSELINGS	115	109
C.1. COUNSELED WITHIN 30 DAYS	23	23
C.2. COUNSELED WITHIN 31 TO 90 DAYS	91	87
C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	19	19
C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	70	68
C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	2	2
C.3. COUNSELED BEYOND 90 DAYS	1	1
C.4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	16	16
D.2. INITIATED DURING THE REPORTING PERIOD	120	115
D.3. COMPLETED/ENDED COUNSELINGS	115	109
D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)	12	12
D.3.b. WITHDRAWALS/NO COMPLAINT FILED	57	55
D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	44	43
D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	2	2
D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	21	21

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	0	0	\$0.00
E.1. COMPENSATORY DAMAGES	0	0	\$0.00
E.2. BACKPAY/FRONTPAY	0	0	\$0.00
E.3. LUMP SUM PAYMENT	0	0	\$0.00
E.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
E.5. Other	0	0	\$0.00
E.6.	0	0	\$0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
F. NON-ADR SETTLEMENTS WITH NON- MONETARY BENEFITS TOTAL	0	0
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	0	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	0	0
F.9.a. RESCINDED	0	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	0	0
F.12. NEUTRAL REFERENCE	0	0
F.13. Other	0	0
F.14.	0	0

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELING	INDIVIDUALS	AMOUNT
G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL	2	2	\$3,747.00
G.1. COMPENSATORY DAMAGES	0	0	\$0.00
G.2. BACKPAY/FRONTPAY	0	0	\$0.00
G.3. LUMP SUM PAYMENT	2	2	\$3,747.00
G.4. ATTORNEY FEES AND COSTS	0	0	\$0.00
G.5. Other	0	0	\$0.00
G.6.	0	0	\$0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELING	INDIVIDUALS
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL	11	11
H.1. HIRES	0	0
H.1.a. RETROACTIVE	0	0
H.1.b. NON-RETROACTIVE	0	0
H.2. PROMOTIONS	0	0
H.2.a. RETROACTIVE	0	0
H.2.b. NON-RETROACTIVE	0	0
H.3. EXPUNGEMENTS	2	2
H.4. REASSIGNMENTS	4	4
H.5. REMOVALS RESCINDED	0	0
H.5.a. REINSTATEMENT	0	0
H.5.b. VOLUNTARY RESIGNATION	0	0
H.6. ACCOMMODATIONS	0	0
H.7. TRAINING	2	2
H.8. APOLOGY	0	0
H.9. DISCIPLINARY ACTIONS	3	3
H.9.a. RESCINDED	1	1
H.9.b. MODIFIED	2	2
H.10. PERFORMANCE EVALUATION MODIFIED	2	2
H.11. LEAVE RESTORED	1	1
H.12. NEUTRAL REFERENCE	0	0
H.13. Other	0	0
H.14.	0	0

I. NON-ADR SETTLEMENTS

	COUNSELING	INDIVIDUALS
TOTAL	0	0

AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service

REPORTING PERIOD: FY 2021

PART II - FORMAL COMPLAINT ACTIVITIES

63	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
52	B. COMPLAINTS FILED
0	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
0	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C. 2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS
115	D. TOTAL COMPLAINTS
115	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
51	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
0	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
64	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
50	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
A.1. WORKFORCE				
A.1.a. TOTAL WORK FORCE	8,987			
A.1.b. PERMANENT EMPLOYEES	8,838			
A.2. COUNSELOR	3		0	
A.2.a. FULL-TIME	2	66.67	0	0
A.2.b. PART-TIME	1	33.33	0	0
A.2.c. COLLATERAL DUTY	0	0	0	0
A.3. INVESTIGATOR	0		0	
A.3.a. FULL-TIME	0	0	0	0
A.3.b. PART-TIME	0	0	0	0
A.3.c. COLLATERAL DUTY	0	0	0	0
A.4. COUNSELOR/INVESTIGATOR	0		0	
A.4.a. FULL-TIME	0	0	0	0
A.4.b. PART-TIME	0	0	0	0
A.4.c. COLLATERAL DUTY	0	0	0	0

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
B.1. NEW STAFF (NS) - TOTAL	0	0	0	0	0	0
B.1.a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
B.1.b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	0	0
B.1.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
B.2. EXPERIENCED STAFF (ES) - TOTAL	3	0	0	0	0	0
B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	3	0	0	0	0	0
B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
B.2.c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1.	EEO DIRECTOR'S NAME: Angela Kelly		
1a.	DOES THE AGENCY DIRECTOR REPORT TO THE AGENCY HEAD?	YES X	NO
2.	IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? PERSON TITLE		
3.	WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION? PERSON: Angela Kelly TITLE: Civil Rights Director		
4.	WHO DOES THAT PERSON REPORT TO? PERSON: Paul Kiecker TITLE: Administrator		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service

REPORTING PERIOD: FY 2021

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	1	1	1
B. ASSIGNMENT OF DUTIES	0	0	0	1	2	0	1	0	2	11	4	4
C. AWARDS	0	0	0	1	0	0	0	0	0	4	2	2
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	7	3	1	2	0	6	49	22	22
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	2	1	0	1	0	1	10	3	3
E.3. SUSPENSION	0	0	0	0	1	1	0	0	3	12	7	7
E.4. REMOVAL	0	0	0	1	0	0	0	0	0	4	3	3
E.5. DISCIPLINARY WARNING	0	0	0	3	1	0	1	0	2	20	8	8
E.6 Other	0	0	0	1	0	0	0	0	0	3	1	1
E.7	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	1	3	0	0	1	0	5	23	7	7
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	1	0	4	4	1	3	0	10	58	25	24
I.1. NON-SEXUAL	1	1	0	4	4	1	3	0	10	57	24	23
I.2. SEXUAL									0	1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	1	0	0	0	0	3	1	1
L. PROMOTION/NON-SELECTION	0	1	0	1	0	0	1	0	3	16	8	8
M. REASSIGNMENT	0	0	0	1	1	0	0	0	3	12	6	6
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	1	1	0	0	0	3	12	6	6
N. REASONABLE ACCOMMODATION									2	13	9	9
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION									0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0
S. TELEWORK	0	0	0	0	1	0	0	0	0	3	1	1
T. TERMINATION	0	0	0	1	0	0	0	0	2	9	2	2
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	1	0	0	1	5	3	3
V. TIME AND ATTENDANCE	0	0	0	1	1	0	1	0	3	12	7	7
W. TRAINING	0	0	0	1	0	0	0	0	1	5	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0
X.1. User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
X.2. User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
X.3. User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
X.4. User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	1	2	1	21	13	3	9	0	38			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service

REPORTING PERIOD: FY 2021

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	BLACK OR AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
TOTAL ALL COMPLAINTS FILED BY BASES	1	1	1	10	5	1	4	0	20			
TOTAL ALL COMPLAINANTS BY BASES	1	1	1	10	4	1	4	0	20			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service

REPORTING PERIOD: FY 2021

PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
A. APPOINTMENT/HIRE	0	0	0	0	0	0			1	0	0	0	1	1	1
B. ASSIGNMENT OF DUTIES	0	2	0	0	0	0			1	1	1	0	11	4	4
C. AWARDS	0	1	0	0	0	0			0	1	1	0	4	2	2
D. CONVERSION TO FULL TIME	0	0	0	0	0	0			0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	1	5	0	0	1	3			5	8	7	0	49	22	22
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0
E.2. REPRIMAND	0	1	0	0	0	1			1	1	1	0	10	3	3
E.3. SUSPENSION	1	2	0	0	0	0			1	1	2	0	12	7	7
E.4. REMOVAL	0	0	0	0	0	0			0	2	1	0	4	3	3
E.5. DISCIPLINARY WARNING	0	2	0	0	1	1			2	4	3	0	20	8	8
E.6. Other	0	0	0	0	0	1			1	0	0	0	3	1	1
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	2	0	0	1	3			2	2	3	0	23	7	7
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0
I. HARASSMENT	3	8	0	0	0	4			5	7	7	0	58	25	24
I.1. NON-SEXUAL	2	8	0	0	0	4			5	7	7	0	57	24	23
I.2. SEXUAL	1	0	0	0									1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	1	0	0	0	0	0	0	1	0	0	0	3	1	1
L. PROMOTION/NON-SELECTION	1	2	0	0	0	2			4	0	1	0	16	8	8
M. REASSIGNMENT	0	1	0	0	0	0			4	0	2	0	12	6	6
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0
M.2. DIRECTED	0	1	0	0	0	0			4	0	2	0	12	6	6
N. REASONABLE ACCOMMODATION DISABILITY				0						4	7	0	13	9	9
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0
S. TELEWORK	0	0	0	0	0	0			1	1	0	0	3	1	1
T. TERMINATION	0	1	0	0	1	0			1	1	2	0	9	2	2
U. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	0	0			0	1	1	0	5	3	3
V. TIME AND ATTENDANCE	1	0	0	0	0	0			1	2	2	0	12	7	7
W. TRAINING	0	0	0	0	0	1			0	1	1	0	5	1	1
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0
X.1. User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0
X.2. User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0
X.3. User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0
X.4. User Defined - Other 1	0	0	0	0	0	0			0	0	0	0	0	0	0
TOTAL ALL ISSUES BY BASES	6	24	0	0	3	13	0	0	26	29	35	0			

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PART IV BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION														
	SEX			PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC / LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
TOTAL ALL COMPLAINTS FILED BY BASES	3	11	0	0	1	6	0	0	14	13	17	0			
TOTAL ALL COMPLAINANTS BY BASES	3	10	0	0	1	6	0	0	13	13	17	0			

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	BASES OF ALLEGED DISCRIMINATION IN SETELEMETS														
	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES									
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	2	0	0	2	0	0	0	1	3	29	6	6	3	2	2
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	1	0	0	1	0	0	0	0	1	11	2	2	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	4	1	1	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	1	0	0	0	0	2	1	1
E.5. DISCIPLINARY WARNING	1	0	0	1	0	0	0	0	2	14	3	3	1	1	1
E.6. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	1	1	3	2	2	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	1	0	0	2	0	0	0	0	2	14	6	6	1	1	1
I.1. NON-SEXUAL	1	0	0	2	0	0	0	0	2	14	6	6	1	1	1
I.2. SEXUAL									0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	1	3	1	1	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	8	1	1
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
N. REASONABLE ACCOMMODATION									0	1	1	1	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								1	0	0	0	0	1	1	1
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	1	2	1	1	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	1	0	0	0	0	2	1	1
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. COUNSELING SETTLEMENT ALLEGATIONS	3	0	0	4	0	0	0	1	8						

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 1)

BASES OF ALLEGED DISCRIMINATION IN SETELEMETS																			
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	RACE						COLOR	RELIGION	REPRISAL	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE				
	AMERICAN INDIAN OR ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES													
	1.1A. NUMBER OF COUNSELINGS SETTLED	1	0	0	2	0										0	0	1	5
	1.1B. NUMBER OF COUNSELEES SETTLED WITH	1	0	0	2	0										0	0	1	5
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	0	0	0	0	0	0	3	0										
2.2A. NUMBER OF COMPLAINTS SETTLED	0	0	0	0	0	0	0	1	0										
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	0	0	0	0	0	0	1	0										

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS																				
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE		
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0		
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	0	0	0	0	0	4			2	2	2	2	29	6	6	3	2	2	2	
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	
E.2. REPRIMAND	0	0	0	0	0	1			1	0	1	1	11	2	2	0	0	0	0	
E.3. SUSPENSION	0	0	0	0	0	0			0	1	0	0	4	1	1	0	0	0	0	
E.4. REMOVAL	0	0	0	0	0	1			0	0	0	0	0	0	2	1	1	1	1	
E.5. DISCIPLINARY WARNING	0	0	0	0	0	2			1	1	1	1	14	3	3	1	1	1	1	
E.6.Other	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	
E.7	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	
G. EVALUATION/APPRaisal	0	0	0	0	0	0			1	0	0	0	3	2	2	0	0	0	0	
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	0	0	0	0	0	2			1	1	2	1	14	6	6	1	1	1	1	
I.1. NON-SEXUAL	0	0	0	0	0	2			1	1	2	1	14	6	6	1	1	1	1	
I.2. SEXUAL	0	0	0	0	0									0	0	0	0	0	0	
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	
K. PAY INCLUDING OVERTIME	0	0	0	0	0	1			0	0	0	0	3	1	1	0	0	0	0	
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0					1	0	0	0	0	0	8	1	1	
M. REASSIGNMENT	0	0	0	0	0	0					1	0	0	0	1	1	0	0	0	0
M.1. DENIED	0	0	0	0	0	0					0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0					1	0	0	0	1	1	1	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0								0	1	0	1	1	1	0	0	
O. REINSTATEMENT	0	0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	
P. RELIGIOUS ACCOMMODATION															0	0	0	1	1	1
Q. RETIREMENT	0	0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	
R. SEX-STEROTYPING	0	0	0									0	0	0	0	0	0			
S. TELEWORK	0	0	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	
T. TERMINATION	0	0	0	0	0	0	0	1			0	0	2	1	1	0	0	0	0	
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	1	0	0			0	0	0	0	0	2	1	1	1	
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
X.1.User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
X.2.User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
X.3.User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
X.4.User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
1. COUNSELING SETTLEMENT ALLEGATIONS	0	0	0	0	0	4	0	0	6	4	5	3								

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PART IV C - BASES AND ISSUES ALLEGED IN SETTLEMENTS (Part 2)

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS																		
ISSUES OF ALLEGED DISCRIMINATION IN SETELEMETS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER COUNSELING SETTLEMENT ALLEGATIONS	NUMBER COUNSELINGS SETTLED BY ISSUE	NUMBER INDIVIDUALS SETTLED WITH BY ISSUE	NUMBER COMPLAINT SELLEMENT ALLEGATIONS	NUMBER COMPLAINTS SETTLED BY ISSUE	NUMBER COMPLAINANTS SETTLED WITH BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL							
1.1A. NUMBER OF COUNSELINGS SETTLED	0	0	0	0	0	2	0	0	4	2	3	1						
1.1B. NUMBER OF COUNSELEES SETTLED WITH	0	0	0	0	0	2	0	0	4	2	3	1						
2. COMPLAINT SETTLEMENT ALLEGATIONS	0	0	0	0	0	4	0	0	1	0	0	0						
2.2A. NUMBER OF COMPLAINTS SETTLED	0	0	0	0	0	2	0	0	1	0	0	0						
2.2B. NUMBER OF COMPLAINANTS SETTLED WITH	0	0	0	0	0	2	0	0	1	0	0	0						

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	RACE						BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS										
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES	COLOR	RELIGION	REPRISAL	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINEN ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINANTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.6.Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. PERF. EVAL./APPRAISAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL									0	0	0	0	0	0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION									0	0	0	0	0	0	0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMODATION								0	0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING										0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.1.User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.2.User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.3.User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X.4.User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0								

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 1)

ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS						NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINTS ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE	# COMPLAINTS ISSUED FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	AMERICAN INDIAN /ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES								
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0					
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0					
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0					
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0					
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0					
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0					
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0					

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																					
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE	
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL										
A. APPOINTMENT/HIRE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME/PERM STATUS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.1. DEMOTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.2. REPRIMAND	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.3. SUSPENSION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.4. REMOVAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.5. DISCIPLINARY WARNING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.6. Other	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
E.7.	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
F. DUTY HOURS	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I.1. NON-SEXUAL	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I.2. SEXUAL	0	0	0	0									0	0	0	0	0	0	0	0	
J. MEDICAL EXAMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	
M. REASSIGNMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
M.1. DENIED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
M.2. DIRECTED	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION DISABILITY				0							0	0	0	0	0	0	0	0	0	0	
O. REINSTATEMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
P. RELIGIOUS ACCOMMODATION													0	0	0	0	0	0	0	0	0
Q. RETIREMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
R. SEX-STEROTYPING	0	0	0										0	0	0	0	0	0	0	0	0
S. TELEWORK	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
T. TERMINATION	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
U. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
V. TIME AND ATTENDANCE	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
W. TRAINING	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X. OTHER (Please specify below)	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.1. User Defined - Other 4	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.2. User Defined - Other 3	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.3. User Defined - Other 2	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
X.4. User Defined - Other 1	0	0	0	0	0	0			0	0	0	0	0	0	0	0	0	0	0	0	0
I. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0										

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PART IV D - BASES AND ISSUES FOUND IN FAD's AND FINAL ORDERS (Part 2)

BASES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS																				
ISSUES OF DISCRIMINATION FOUND IN FAD's AND FINAL ORDERS	SEX			PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GINA	NUMBER FAD FINDINGS BY ISSUE	NUMBER OF FADs WITH FINDINGS BY ISSUE	NUMBER COMPLAINAE ISSUED FAD FINDINGS BY ISSUE	NUMBER AJ DECISION FINDING BY ISSUE	NUMBER AJ DECISION WITH FINDING BY ISSUE	# FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE	# FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED FINDINGS	# COMPLAINANTS ISSUED FINAL ORDERS W/ FINDINGS FULLY IMPLEMENTED BY ISSUE
	MALE	FEMALE	LGBT		HISPANIC LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL									
1.1a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0								
1.1b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0								
2.2a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0								
3. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0									0
3.3a. # of Final Orders (Fos) With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0									0
3.3b. # of Complainants issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0									0

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PART V - SUMMARY OF CLOSURES BY STATUTE

40	A.1. TITLE VII
0	A.1a. PREGNANCY DISCRIMINATION ACT (PDA)
14	A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)
24	A.3. REHABILITATION ACT
0	A.4. EQUAL PAY ACT (EPA)
0	A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)
78	B. TOTAL BY STATUTES - THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED. (A1+A1a +A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	51	21715	425.78
A.1. WITHDRAWALS	4	225	56.25
A.1.a. NON-ADR WITHDRAWALS	4	225	56.25
A.1.b. ADR WITHDRAWALS	0	0	0.00
A.2. SETTLEMENTS	3	1796	598.67
A.2.a. NON-ADR SETTLEMENTS	3	1796	598.67
A.2.b. ADR SETTLEMENTS	0	0	0.00
A.3. FINAL AGENCY ACTIONS	44	19694	447.59
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	28	8132	290.43
B.1. FINDING DISCRIMINATION	0	0	0.00
B.2. FINDING NO DISCRIMINATION	26	8069	310.35
B.3. DISMISSAL OF COMPLAINTS	2	63	31.50
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	16	11562	722.62
C.1. AJ DECISION FULLY IMPLEMENTED	16	11562	722.62
C.1.a FINDING DISCRIMINATION	0	0	0.00
C.1.b FINDING NO DISCRIMINATION	16	11562	722.62
C.1.c DISMISSAL OF COMPLAINTS	0	0	0.00
C.2. AJ DECISION NOT FULLY IMPLEMENTED	0	0	0.00
C.2.a FINDING DISCRIMINATION	0	0	0.00
C.2.a.i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
C.2.a.ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
C.2.a.iii. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
C.2.b FINDING NO DISCRIMINATION	0	0	0.00
C.2.c DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	26	1108	42.62
D.1. COMPLAINANT REQUESTED IMMEDIATE FAD	11	385	35.00
D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	9	210	23.33
D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	2	175	87.50
D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD	13	635	48.85
D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	9	174	19.33
D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	4	461	115.25
D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	2	88	44.00
D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	6	6.00
D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	82	82.00
D.4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
D.4.a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
D.4.b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	3	
B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	3	\$5,500.00
B.1. BACK PAY/FRONT PAY	0	\$0.00
B.2. LUMP SUM PAYMENT	2	\$4,500.00
B.3. COMPENSATORY DAMAGES	0	\$0.00
B.4. ATTORNEY FEES AND COSTS	1	\$1,000.00
D. INTENTIONALLY LEFT BLANK		
E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT	2	
F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES	NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL	NUMBER OF CLOSURES THAT RECEIVED ONLY NON-MONETARY BENEFITS
F.1. HIRES	0	0
F.1.a. RETROACTIVE	0	0
F.1.b. NON-RETROACTIVE	0	0
F.2. PROMOTIONS	0	0
F.2.a. RETROACTIVE	0	0
F.2.b. NON-RETROACTIVE	0	0
F.3. EXPUNGEMENTS	0	0
F.4. REASSIGNMENTS	0	0
F.5. REMOVALS RESCINDED	0	0
F.5.a. REINSTATEMENT	0	0
F.5.b. VOLUNTARY RESIGNATION	0	0
F.6. ACCOMMODATIONS	0	0
F.7. TRAINING	1	0
F.8. APOLOGY	0	0
F.9. DISCIPLINARY ACTIONS	1	0
F.9.a. RESCINDED	1	0
F.9.b. MODIFIED	0	0
F.10. PERFORMANCE EVALUATION MODIFIED	0	0
F.11. LEAVE RESTORED	1	0
F.12. NEUTRAL REFERENCE	0	0
F.13. Other	0	0
F.14.	0	0

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	DAYS PENDING OLDEST CASE	OLDEST DOCKET #
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	64	30191			
A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0	0	
A.1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	4	68	17	37	
A.2. COMPLAINTS PENDING IN INVESTIGATION	15	1033	68	213	
A. 2a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE	0	0	0	0	
A.3. COMPLAINTS PENDING IN HEARINGS	36	25903	719	2242	570-2017-00529X
A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION	9	3187	354	1583	

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	38	4978	131.00
AGENCY INVESTIGATIONS			
A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	0	0	0.00
A.1.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
A.1.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	0	0	0.00
A.1.b.1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.1.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.2. AGENCY INVESTIGATION COSTS	\$0.00		\$0.00
CONTRACT INVESTIGATIONS			
A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS	38	4978	131.00
A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	37	4777	129.11
A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	1	201	201.00
A.3.b.1. TIMELY COMPLETED INVESTIGATIONS	1	201	201.00
A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
A.4. CONTRACTOR INVESTIGATION COSTS	\$138,424.00		\$3,642.74

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PART X - SUMMARY OF ADR PROGRAM ACTIVITIES
INFORMAL PHASE PRE-COMPLAINT

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS		
B.1. ADR OFFERED BY AGENCY	108	103		
B.2. REJECTED BY INDIVIDUAL (COUNSELEE)	35	35		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	73	71		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	54	53		
C.1. INHOUSE	54	53		
C.2. ANOTHER FEDERAL AGENCY	0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6. Mediator: Other	0	0		
C.7.	0	0		
	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	54	53	2466	45.67
D.1. MEDIATION	54	53	2466	45.00
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. PEER REVIEW	0	0	0	0.00
D.8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.9.	0	0	0	0.00
D.10.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELING	INDIVIDUALS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	73	71	3312	45.37
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	12	12	565	47.00
E.1.b. NO FORMAL COMPLAINT FILED	34	33	1566	46.00
E.1.c COMPLAINT FILED				
E.1.c.i. NO RESOLUTION	20	20	837	41.00
E.1.c.ii. NO ADR ATTEMPT (aka Part X.E.1.d)	7	7	344	49.00
E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE (COMPLAINT FILED)

B. ADR ACTIONS IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS		
B.1. ADR OFFERED BY AGENCY	6	6		
B.2. REJECTED BY COMPLAINANT	5	5		
B.3. INTENTIONALLY LEFT BLANK				
B.4. TOTAL ACCEPTED INTO ADR PROGRAM	1	1		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)	1	1		
C.1. INHOUSE	1	1		
C.2. ANOTHER FEDERAL AGENCY	0	0		
C.3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY)	0	0		
C.4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
C.5. FEDERAL EXECUTIVE BOARD	0	0		
C.6. Mediator: Other	0	0		
C.7.	0	0		
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)	1	1	69	69.00
D.1. MEDIATION	1	1	69	69.00
D.2. SETTLEMENT CONFERENCES	0	0	0	0.00
D.3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
D.4. FACTFINDING	0	0	0	0.00
D.5. FACILITATION	0	0	0	0.00
D.6. OMBUDSMAN	0	0	0	0.00
D.7. MINI-TRIALS	0	0	0	0.00
D.8. PEER REVIEW	0	0	0	0.00
D.9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
D.10.	0	0	0	0.00
D.11.	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
E.1. TOTAL CLOSED	1	1	69	69.00
E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
E.1.b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
E.1.c. NO RESOLUTION	1	1	69	69.00
E.1.d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
F.1. MONETARY (INSERT TOTALS)	0	0	\$0.00	
F.1.a. COMPENSATORY DAMAGES	0	0	\$0.00	
F.1.b. BACKPAY/FRONTPAY	0	0	\$0.00	
F.1.c. LUMP SUM	0	0	\$0.00	
F.1.d. ATTORNEY FEES AND COSTS	0	0	\$0.00	
F.1.e. Other	0	0	\$0.00	
F.2. NON-MONETARY (INSERT TOTALS)	0	0		
F.2.a. HIRES	0	0		
F.2.a.i. RETROACTIVE	0	0		
F.2.a.ii. NON-RETROACTIVE	0	0		
F.2.b. PROMOTIONS	0	0		
F.2.b.i. RETROACTIVE	0	0		
F.2.b.ii. NON-RETROACTIVE	0	0		
F.2.c. EXPUNGEMENTS	0	0		
F.2.d. REASSIGNMENTS	0	0		
F.2.e. REMOVALS RESCINDED	0	0		
F.2.e.i. REINSTATEMENT	0	0		
F.2.e.ii. VOLUNTARY RESIGNATION	0	0		
F.2.f. ACCOMMODATIONS	0	0		
F.2.g. TRAINING	0	0		
F.2.h. APOLOGY	0	0		
F.2.i. DISCIPLINARY ACTIONS	0	0		
F.2.i.i. RESCINDED	0	0		
F.2.i.ii. MODIFIED	0	0		
F.2.j. PERFORMANCE EVALUATION MODIFIED	0	0		
F.2.k. LEAVE RESTORED	0	0		
F.2.l. NEUTRAL REFERENCE	0	0		
F.2.m. Other	0	0		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)		
AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service		REPORTING PERIOD: FY 2021
PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES		
EEO ADR RESOURCES		
A. NO LONGER COLLECTED		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	8987	
C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	3	
C.1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	3	
C.2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0	
C.3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0	
C.4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0	
	AMOUNT	
D. EEO ADR FUNDING SPENT	\$304,629.00	
E. EEO ADR CONTACT INFORMATION		
E.1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER	Angela E Kelly	
E.2. TITLE	Civil Rights Director	
E.3. TELEPHONE NUMBER	301-504-7755	
E.4. EMAIL	angela.kelly@usda.gov	
F. EEO ADR PROGRAM INFORMATION		
	YES	NO
F.1. Does the agency require the alleged responsible management official to participate in EEO ADR?	X	
F.1a. If yes, is there a written policy requiring the participation?	X	
F.2. Does the alleged responsible management official have a role in deciding if the case is appropriate for EEO ADR?		X
CERTIFICATION AND CONTACT INFORMATION		
I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2020 through September 30, 2021 is accurate and complete.		
NAME OF CERTIFYING OFFICIAL:	ANGELA KELLY	
TITLE OF CERTIFYING OFFICIAL:	CIVIL RIGHTS DIRECTOR	
TELEPHONE NUMBER:	(301) 504-7755	
E-MAIL:	angela.kelly@fsis.usda.gov	
SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN to serve as your electronic signature)		
DATE:	05-10-2021	
NAME OF PREPARER:	Melissa Dull	
TITLE OF PREPARER:	EEO Specialist	
TELEPHONE NUMBER:	(301) 504-7752	
E-MAIL:	melissa.dull@fsis.usda.gov	
DATE:	05-10-2021	

<p>ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)</p>
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AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service

AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service

Form 462 Comments

Part Name	COMMENT(expression left evaluation symbol expression right value1 value2 comment)
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Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	8799	4657	4142	552	487	3089	2028	681	1371	237	151	10	11	79	82	9	12
Total Workforce: Prior FY %	100	52.93	47.07	6.27	5.53	35.11	23.05	7.74	15.58	2.69	1.72	0.11	0.13	0.90	0.93	0.10	0.14
Total Workforce: Current FY #	9044	4781	4263	589	520	3114	2093	721	1375	255	163	11	11	81	88	10	13
Total Workforce: Current FY %	100	52.86	47.14	6.51	5.75	34.43	23.14	7.97	15.20	2.82	1.80	0.12	0.12	0.90	0.97	0.11	0.14
Total Workforce: Difference #	245	124	121	37	33	25	65	40	4	18	12	1	0	2	6	1	1
Total Workforce: Ratio Change %	0.00	-0.07	0.07	0.24	0.22	-0.68	0.09	0.23	-0.38	0.13	0.08	0.01	-0.01	0.00	0.04	0.01	0.00
Total Workforce: Net Change %	2.78	2.66	2.92	6.70	6.78	0.81	3.21	5.87	0.29	7.59	7.95	10.00	0.00	2.53	7.32	11.11	8.33
EMPLOYEE GAINS																	
Total Workforce: New Hires #	953	477	476	68	70	273	263	87	104	38	24	2	0	7	13	2	2
Total Workforce: New Hires %	100	50.05	49.95	7.14	7.35	28.65	27.60	9.13	10.91	3.99	2.52	0.21	0.00	0.73	1.36	0.21	0.21
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	101	44	57	2	2	29	24	12	28	0	1	0	0	1	2	0	0
Total Workforce: Removal %	100	43.56	56.44	1.98	1.98	28.71	23.76	11.88	27.72	0.00	0.99	0.00	0.00	0.99	1.98	0.00	0.00
Total Workforce: Resignation #	283	131	152	18	24	86	85	14	34	10	5	1	0	2	4	0	0
Total Workforce: Resignation %	100	46.29	53.71	6.36	8.48	30.39	30.04	4.95	12.01	3.53	1.77	0.35	0.00	0.71	1.41	0.00	0.00
Total Workforce: Retirement #	334	201	133	15	6	153	86	19	34	13	1	0	1	1	5	0	0
Total Workforce: Retirement %	100	60.18	39.82	4.49	1.80	45.81	25.75	5.69	10.18	3.89	0.30	0.00	0.30	0.30	1.50	0.00	0.00
Total Workforce: Other Separations #	95	44	51	4	8	24	22	12	16	3	3	0	0	1	1	0	1
Total Workforce: Other Separations %	100	46.32	53.68	4.21	8.42	25.26	23.16	12.63	16.84	3.16	3.16	0.00	0.00	1.05	1.05	0.00	1.05
Total Workforce: Total Separations #	822	425	397	39	40	297	220	57	113	26	10	1	1	5	12	0	1
Total Workforce: Total Separations %	100	51.70	48.30	4.74	4.87	36.13	26.76	6.93	13.75	3.16	1.22	0.12	0.12	0.61	1.46	0.00	0.12
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	8610	4570	4040	540	469	3029	2000	672	1318	231	149	10	11	79	82	9	11
Permanent Workforce: Prior FY %	100	53.08	46.92	6.27	5.45	35.18	23.23	7.80	15.31	2.68	1.73	0.12	0.13	0.92	0.95	0.10	0.13
Permanent Workforce: Current FY #	8898	4719	4179	580	505	3071	2066	714	1336	252	161	11	10	81	88	10	13
Permanent Workforce: Current FY %	100	53.03	46.97	6.52	5.68	34.51	23.22	8.02	15.01	2.83	1.81	0.12	0.11	0.91	0.99	0.11	0.15
Permanent Workforce: Difference #	288	149	139	40	36	42	66	42	18	21	12	1	-1	2	6	1	2
Permanent Workforce: Ratio Change %	0.00	-0.05	0.05	0.25	0.23	-0.67	-0.01	0.22	-0.30	0.15	0.08	0.00	-0.02	-0.01	0.04	0.01	0.02
Permanent Workforce: Net Change %	3.34	3.26	3.44	7.41	7.68	1.39	3.30	6.25	1.37	9.09	8.05	10.00	-9.09	2.53	7.32	11.11	18.18

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
EMPLOYEE GAINS																	
Permanent Workforce: New Hires #	953	477	476	68	70	273	263	87	104	38	24	2	0	7	13	2	2
Permanent Workforce: New Hires %	100	50.05	49.95	7.14	7.35	28.65	27.60	9.13	10.91	3.99	2.52	0.21	0.00	0.73	1.36	0.21	0.21
EMPLOYEE LOSSES																	
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	62	19	43	0	2	11	15	8	24	0	1	0	0	0	1	0	0
Permanent Workforce: Removal %	100	30.65	69.35	0.00	3.23	17.74	24.19	12.90	38.71	0.00	1.61	0.00	0.00	0.00	1.61	0.00	0.00
Permanent Workforce: Resignation #	245	117	128	16	22	77	76	13	22	8	5	1	0	2	3	0	0
Permanent Workforce: Resignation %	100	47.76	52.24	6.53	8.98	31.43	31.02	5.31	8.98	3.27	2.04	0.41	0.00	0.82	1.22	0.00	0.00
Permanent Workforce: Retirement #	334	201	133	15	6	153	86	19	34	13	1	0	1	1	5	0	0
Permanent Workforce: Retirement %	100	60.18	39.82	4.49	1.80	45.81	25.75	5.69	10.18	3.89	0.30	0.00	0.30	0.30	1.50	0.00	0.00
Permanent Workforce: Other Separations #	95	44	51	4	8	24	22	12	16	3	3	0	0	1	1	0	1
Permanent Workforce: Other Separations %	100	46.32	53.68	4.21	8.42	25.26	23.16	12.63	16.84	3.16	3.16	0.00	0.00	1.05	1.05	0.00	1.05
Permanent Workforce: Total Separations #	769	402	367	37	38	279	207	56	99	24	10	1	1	5	11	0	1
Permanent Workforce: Total Separations %	100	52.28	47.72	4.81	4.94	36.28	26.92	7.28	12.87	3.12	1.30	0.13	0.13	0.65	1.43	0.00	0.13
TEMPORARY WORKFORCE																	
Temporary Workforce: Prior FY #	189	87	102	12	18	60	28	9	53	6	2	0	0	0	0	0	1
Temporary Workforce: Prior FY %	100	46.03	53.97	6.35	9.52	31.75	14.81	4.76	28.04	3.17	1.06	0.00	0.00	0.00	0.00	0.00	0.53
Temporary Workforce: Current FY #	146	62	84	9	15	43	27	7	39	3	2	0	1	0	0	0	0
Temporary Workforce: Current FY %	100	42.47	57.53	6.16	10.27	29.45	18.49	4.79	26.71	2.05	1.37	0.00	0.68	0.00	0.00	0.00	0.00
Temporary Workforce: Difference #	-43	-25	-18	-3	-3	-17	-1	-2	-14	-3	0	0	1	0	0	0	-1
Temporary Workforce: Ratio Change %	0.00	-3.56	3.56	-0.19	0.75	-2.30	3.68	0.03	-1.33	-1.12	0.31	0.00	0.68	0.00	0.00	0.00	-0.53
Temporary Workforce: Net Change %	-22.75	-28.74	-17.65	-25.00	-16.67	-28.33	-3.57	-22.22	-26.42	-50.00	0.00	0.00	0.00	0.00	0.00	0.00	-100.00
EMPLOYEE GAINS																	
Temporary Workforce: New Hires #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: New Hires %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE LOSSES																	
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	6	4	2	0	0	4	1	0	1	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	100	66.67	33.33	0.00	0.00	66.67	16.67	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	38	14	24	2	2	9	9	1	12	2	0	0	0	0	1	0	0
Temporary Workforce: Resignation %	100	36.84	63.16	5.26	5.26	23.68	23.68	2.63	31.58	5.26	0.00	0.00	0.00	0.00	2.63	0.00	0.00
Temporary Workforce: Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

USDA Food Safety and Inspection Service

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 03:04 PM

Employment Tenure	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce: Other Separations #	9	5	4	0	0	5	3	0	1	0	0	0	0	0	0	0	0
Temporary Workforce: Other Separations %	100	55.56	44.44	0.00	0.00	55.56	33.33	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Total Separations #	53	23	30	2	2	18	13	1	14	2	0	0	0	0	1	0	0
Temporary Workforce: Total Separations %	100	43.40	56.60	3.77	3.77	33.96	24.53	1.89	26.42	3.77	0.00	0.00	0.00	0.00	1.89	0.00	0.00

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Employment Tenure for Sub-Components	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CLF 2014-2018 %	100	51.79	48.21	6.82	6.16	35.65	31.82	5.7	6.61	2.19	2.18	0.08	0.08	0.31	0.31	1.05	1.05
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce #	8898	4719	4179	580	505	3071	2066	714	1336	252	161	11	10	81	88	10	13
Permanent Workforce %	100	53.03	46.97	6.52	5.68	34.51	23.22	8.02	15.01	2.83	1.81	0.12	0.11	0.91	0.99	0.11	0.15

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

[illegible]

Table A4: Participation Rates For General Schedule Grades by Race/Ethnicity and Sex (Permanent)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	8898	4719	4179	580	505	3071	2066	714	1336	252	161	11	10	81	88	10	13
Permanent Workforce %	100	53.03	46.97	6.52	5.68	34.51	23.22	8.02	15.01	2.83	1.81	0.12	0.11	0.91	0.99	0.11	0.15
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	4	1	3	0	0	0	1	1	0	0	2	0	0	0	0	0	0
GS-04 %	100	25.00	75.00	0.00	0.00	0.00	25.00	25.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	492	252	240	40	44	132	123	55	53	19	9	1	0	3	10	2	1
GS-05 %	100	51.22	48.78	8.13	8.94	26.83	25.00	11.18	10.77	3.86	1.83	0.20	0.00	0.61	2.03	0.41	0.20
GS-06 #	19	4	15	1	2	2	6	0	6	1	1	0	0	0	0	0	0
GS-06 %	100	21.05	78.95	5.26	10.53	10.53	31.58	0.00	31.58	5.26	5.26	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	1665	764	901	137	192	421	352	145	303	35	31	4	1	20	18	2	4
GS-07 %	100	45.89	54.11	8.23	11.53	25.29	21.14	8.71	18.20	2.10	1.86	0.24	0.06	1.20	1.08	0.12	0.24
GS-08 #	306	179	127	43	20	87	53	25	40	21	9	1	1	1	3	1	1
GS-08 %	100	58.50	41.50	14.05	6.54	28.43	17.32	8.17	13.07	6.86	2.94	0.33	0.33	0.33	0.98	0.33	0.33
GS-09 #	3873	2211	1662	254	167	1494	784	321	621	88	45	5	3	46	40	3	2
GS-09 %	100	57.09	42.91	6.56	4.31	38.57	20.24	8.29	16.03	2.27	1.16	0.13	0.08	1.19	1.03	0.08	0.05
GS-10 #	394	248	146	25	17	180	74	31	48	7	2	0	1	5	4	0	0
GS-10 %	100	62.94	37.06	6.35	4.31	45.69	18.78	7.87	12.18	1.78	0.51	0.00	0.25	1.27	1.02	0.00	0.00
GS-11 #	131	61	70	8	3	42	41	7	20	2	3	0	0	2	2	0	1
GS-11 %	100	46.56	53.44	6.11	2.29	32.06	31.30	5.34	15.27	1.53	2.29	0.00	0.00	1.53	1.53	0.00	0.76
GS-12 #	1089	533	556	44	35	391	370	59	104	37	38	0	2	1	7	1	0
GS-12 %	100	48.94	51.06	4.04	3.21	35.90	33.98	5.42	9.55	3.40	3.49	0.00	0.18	0.09	0.64	0.09	0.00
GS-13 #	542	272	270	17	14	184	153	43	89	25	7	0	1	2	3	1	3
GS-13 %	100	50.18	49.82	3.14	2.58	33.95	28.23	7.93	16.42	4.61	1.29	0.00	0.18	0.37	0.55	0.18	0.55
GS-14 #	273	139	134	6	8	99	77	19	36	14	10	0	1	1	1	0	1
GS-14 %	100	50.92	49.08	2.20	2.93	36.26	28.21	6.96	13.19	5.13	3.66	0.00	0.37	0.37	0.37	0.00	0.37

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GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
GS-15 #	11	6	5	1	1	3	3	1	1	1	0	0	0	0	0	0	0
GS-15 %	100	54.55	45.45	9.09	9.09	27.27	27.27	9.09	9.09	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All other (unspecified GS) %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GS Employees #	8799	4670	4129	576	503	3035	2037	707	1321	250	157	11	10	81	88	10	13
Total GS Employees %	100	53.07	46.93	6.55	5.72	34.49	23.15	8.04	15.01	2.84	1.78	0.13	0.11	0.92	1.00	0.11	0.15
SES #	25	12	13	1	0	9	10	1	1	1	2	0	0	0	0	0	0
SES %	100	48.00	52.00	4.00	0.00	36.00	40.00	4.00	4.00	4.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #	72	36	36	3	2	26	18	6	14	1	2	0	0	0	0	0	0
Other Senior Pay %	100	50.00	50.00	4.17	2.78	36.11	25.00	8.33	19.44	1.39	2.78	0.00	0.00	0.00	0.00	0.00	0.00
Total Senior Pay #	97	48	49	4	2	35	28	7	15	2	4	0	0	0	0	0	0
Total Senior Pay %	100	49.48	50.52	4.12	2.06	36.08	28.87	7.22	15.46	2.06	4.12	0.00	0.00	0.00	0.00	0.00	0.00

Table A4: Participation Rates For General Schedule Grades by Race/Ethnicity and Sex (Temporary)

GS/GM/GL GRADES	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	146	62	84	9	15	43	27	7	39	3	2	0	1	0	0	0	0
Temporary Workforce %	100	42.47	57.53	6.16	10.27	29.45	18.49	4.79	26.71	2.05	1.37	0.00	0.68	0.00	0.00	0.00	0.00
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05 #	39	15	24	3	6	6	7	4	11	2	0	0	0	0	0	0	0
GS-05 %	100	38.46	61.54	7.69	15.38	15.38	17.95	10.26	28.21	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07 #	78	28	50	5	8	19	15	3	25	1	1	0	1	0	0	0	0
GS-07 %	100	35.90	64.10	6.41	10.26	24.36	19.23	3.85	32.05	1.28	1.28	0.00	1.28	0.00	0.00	0.00	0.00
GS-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09 #	9	6	3	0	0	6	1	0	2	0	0	0	0	0	0	0	0
GS-09 %	100	66.67	33.33	0.00	0.00	66.67	11.11	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11 #	4	2	2	0	1	2	1	0	0	0	0	0	0	0	0	0	0
GS-11 %	100	50.00	50.00	0.00	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	13	10	3	0	0	10	2	0	0	0	1	0	0	0	0	0	0
GS-12 %	100	76.92	23.08	0.00	0.00	76.92	15.38	0.00	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 #	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

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Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	8898	4719	4179	580	505	3071	2066	714	1336	252	161	11	10	81	88	10	13
Permanent Workforce %	100	53.03	46.97	6.52	5.68	34.51	23.22	8.02	15.01	2.83	1.81	0.12	0.11	0.91	0.99	0.11	0.15
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	441	223	218	35	36	122	113	52	48	10	10	1	0	3	10	0	1
\$30,001-\$40,000 %	100	50.57	49.43	7.94	8.16	27.66	25.62	11.79	10.88	2.27	2.27	0.23	0.00	0.68	2.27	0.00	0.23
\$40,001-\$50,000 #	1051	518	533	100	133	264	246	101	119	35	21	4	2	11	10	3	2
\$40,001-\$50,000 %	100	49.29	50.71	9.51	12.65	25.12	23.41	9.61	11.32	3.33	2.00	0.38	0.19	1.05	0.95	0.29	0.19
\$50,001-\$60,000 #	1758	847	911	144	138	490	346	147	380	43	24	1	1	19	19	3	3
\$50,001-\$60,000 %	100	48.18	51.82	8.19	7.85	27.87	19.68	8.36	21.62	2.45	1.37	0.06	0.06	1.08	1.08	0.17	0.17
\$60,001-\$70,000 #	2529	1440	1089	156	89	1012	520	188	414	49	33	3	2	32	28	0	3
\$60,001-\$70,000 %	100	56.94	43.06	6.17	3.52	40.02	20.56	7.43	16.37	1.94	1.30	0.12	0.08	1.27	1.11	0.00	0.12
\$70,001-\$80,000 #	1034	623	411	66	41	429	226	84	120	30	14	2	1	10	9	2	0
\$70,001-\$80,000 %	100	60.25	39.75	6.38	3.97	41.49	21.86	8.12	11.61	2.90	1.35	0.19	0.10	0.97	0.87	0.19	0.00
\$80,001-\$90,000 #	461	229	232	23	24	156	148	32	46	15	8	0	1	2	5	1	0
\$80,001-\$90,000 %	100	49.67	50.33	4.99	5.21	33.84	32.10	6.94	9.98	3.25	1.74	0.00	0.22	0.43	1.08	0.22	0.00
\$90,001-\$100,000 #	356	168	188	11	11	128	127	20	38	9	9	0	1	0	2	0	0
\$90,001-\$100,000 %	100	47.19	52.81	3.09	3.09	35.96	35.67	5.62	10.67	2.53	2.53	0.00	0.28	0.00	0.56	0.00	0.00
\$100,001-\$110,000 #	429	243	186	20	7	174	115	28	49	19	12	0	0	2	2	0	1
\$100,001-\$110,000 %	100	56.64	43.36	4.66	1.63	40.56	26.81	6.53	11.42	4.43	2.80	0.00	0.00	0.47	0.47	0.00	0.23
\$110,001-\$120,000 #	256	135	121	8	10	90	70	21	29	14	10	0	0	2	1	0	1
\$110,001-\$120,000 %	100	52.73	47.27	3.13	3.91	35.16	27.34	8.20	11.33	5.47	3.91	0.00	0.00	0.78	0.39	0.00	0.39
\$120,001-\$130,000 #	169	86	83	6	4	61	45	13	29	5	4	0	0	0	0	1	1
\$120,001-\$130,000 %	100	50.89	49.11	3.55	2.37	36.09	26.63	7.69	17.16	2.96	2.37	0.00	0.00	0.00	0.00	0.59	0.59
\$130,001-\$140,000 #	157	77	80	4	6	56	43	10	25	7	4	0	1	0	1	0	0
\$130,001-\$140,000 %	100	49.04	50.96	2.55	3.82	35.67	27.39	6.37	15.92	4.46	2.55	0.00	0.64	0.00	0.64	0.00	0.00
\$140,001-\$150,000 #	76	33	43	1	3	21	19	5	12	6	7	0	1	0	1	0	0
\$140,001-\$150,000 %	100	43.42	56.58	1.32	3.95	27.63	25.00	6.58	15.79	7.89	9.21	0.00	1.32	0.00	1.32	0.00	0.00
\$150,001-\$160,000 #	91	55	36	2	1	38	22	7	11	8	1	0	0	0	0	0	1

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Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
\$150,001-\$160,000 %	100	60.44	39.56	2.20	1.10	41.76	24.18	7.69	12.09	8.79	1.10	0.00	0.00	0.00	0.00	0.00	1.10
\$160,001-\$170,000 #	25	11	14	0	0	8	7	3	5	0	2	0	0	0	0	0	0
\$160,001-\$170,000 %	100	44.00	56.00	0.00	0.00	32.00	28.00	12.00	20.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00
\$170,001-\$180,000 #	39	17	22	2	2	11	10	2	10	2	0	0	0	0	0	0	0
\$170,001-\$180,000 %	100	43.59	56.41	5.13	5.13	28.21	25.64	5.13	25.64	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$180,001 and Greater #	25	13	12	2	0	10	9	1	1	0	2	0	0	0	0	0	0
\$180,001 and Greater %	100	52.00	48.00	8.00	0.00	40.00	36.00	4.00	4.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00

Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Salary Range	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Temporary Workforce #	146	62	84	9	15	43	27	7	39	3	2	0	1	0	0	0	0
Temporary Workforce %	100	42.47	57.53	6.16	10.27	29.45	18.49	4.79	26.71	2.05	1.37	0.00	0.68	0.00	0.00	0.00	0.00
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	36	12	24	2	6	6	6	4	12	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	33.33	66.67	5.56	16.67	16.67	16.67	11.11	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	44	19	25	4	7	11	8	1	9	3	0	0	1	0	0	0	0
\$40,001-\$50,000 %	100	43.18	56.82	9.09	15.91	25.00	18.18	2.27	20.45	6.82	0.00	0.00	2.27	0.00	0.00	0.00	0.00
\$50,001-\$60,000 #	39	13	26	2	1	9	8	2	16	0	1	0	0	0	0	0	0
\$50,001-\$60,000 %	100	33.33	66.67	5.13	2.56	23.08	20.51	5.13	41.03	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00
\$60,001-\$70,000 #	9	5	4	0	1	5	1	0	2	0	0	0	0	0	0	0	0
\$60,001-\$70,000 %	100	55.56	44.44	0.00	11.11	55.56	11.11	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$70,001-\$80,000 #	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
\$70,001-\$80,000 %	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$80,001-\$90,000 #	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
\$80,001-\$90,000 %	100	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
\$90,001-\$100,000 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$100,001-\$110,000 #	6	4	2	1	0	3	2	0	0	0	0	0	0	0	0	0	0
\$100,001-\$110,000 %	100	66.67	33.33	16.67	0.00	50.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$110,001-\$120,000 #	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$120,001-\$130,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$130,001-\$140,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$140,001-\$150,000 #	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
\$140,001-\$150,000 %	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$150,001-\$160,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

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Table A6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
VETERINARY MEDICAL SCIENCE (0701) #	894	460	434	23	20	342	322	53	77	39	7	0	2	2	5	1	1
VETERINARY MEDICAL SCIENCE (0701) %	100	51.45	48.55	2.57	2.24	38.26	36.02	5.93	8.61	4.36	0.78	0.00	0.22	0.22	0.56	0.11	0.11
Occupational CLF %	100	60.5	39.5	1.3	0.9	56.1	36.4	0.7	0.8	1.5	0.8	0	0	0.1	0.1	0.2	0.2
GS-11 #	21	11	10	0	0	9	9	1	1	1	0	0	0	0	0	0	0
GS-11 %	100	52.38	47.62	0.00	0.00	42.86	42.86	4.76	4.76	4.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12 #	662	335	327	21	14	248	250	38	50	26	6	0	2	1	5	1	0
GS-12 %	100	50.60	49.40	3.17	2.11	37.46	37.76	5.74	7.55	3.93	0.91	0.00	0.30	0.15	0.76	0.15	0.00
GS-13 #	174	95	79	2	4	71	51	10	23	11	0	0	0	1	0	0	1
GS-13 %	100	54.60	45.40	1.15	2.30	40.80	29.31	5.75	13.22	6.32	0.00	0.00	0.00	0.57	0.00	0.00	0.57
GS-14 #	35	17	18	0	2	13	12	3	3	1	1	0	0	0	0	0	0
GS-14 %	100	48.57	51.43	0.00	5.71	37.14	34.29	8.57	8.57	2.86	2.86	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 #	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
GS-15 %	100	100.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	51.35	48.65	2.58	2.24	38.23	36.1	5.83	8.63	4.37	0.78	0	0.22	0.22	0.56	0.11	0.11	0
Internal Applications #	181	90	91	9	7	39	37	22	35	20	9	0	0	0	3	0	0
Internal Applications %	100	49.72	50.28	4.97	3.87	21.55	20.44	12.15	19.34	11.05	4.97	0.00	0.00	0.00	1.66	0.00	0.00
Qualified Internal Applicants #	104	53	51	3	1	22	24	13	20	15	4	0	0	0	2	0	0
Qualified Internal Applicants %	100	50.96	49.04	2.88	0.96	21.15	23.08	12.50	19.23	14.42	3.85	0.00	0.00	0.00	1.92	0.00	0.00
Referred Applicants #	104	53	51	3	1	22	24	13	20	15	4	0	0	0	2	0	0
Referred Applicants %	100	50.96	49.04	2.88	0.96	21.15	23.08	12.50	19.23	14.42	3.85	0.00	0.00	0.00	1.92	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	17	5	12	0	0	3	5	1	7	1	0	0	0	0	0	0	0
Internal Selections %	100	29.41	70.59	0.00	0.00	17.65	29.41	5.88	41.18	5.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	181	90	91	9	7	39	37	22	35	20	9	0	0	0	3	0	0
Voluntarily Identified Applicants %	100	49.72	50.28	4.97	3.87	21.55	20.44	12.15	19.34	11.05	4.97	0.00	0.00	0.00	1.66	0.00	0.00
Qualified External Applicants #	104	53	51	3	1	22	24	13	20	15	4	0	0	0	2	0	0
Qualified External Applicants %	100	50.96	49.04	2.88	0.96	21.15	23.08	12.50	19.23	14.42	3.85	0.00	0.00	0.00	1.92	0.00	0.00
Referred Applicants #	104	53	51	3	1	22	24	13	20	15	4	0	0	0	2	0	0
Referred Applicants %	100	50.96	49.04	2.88	0.96	21.15	23.08	12.50	19.23	14.42	3.85	0.00	0.00	0.00	1.92	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
External Selections #	17	5	12	0	0	3	5	1	7	1	0	0	0		0	0	0
External Selections %	100	29.41	70.59	0.00	0.00	17.65	29.41	5.88	41.18	5.88	0.00	0.00	0.00		0.00	0.00	0.00
CONSUMER SAFETY INSPECTOR (1862) #	4756	2751	2005	342	227	1827	948	382	712	133	60	7	5	55	49	5	4
CONSUMER SAFETY INSPECTOR (1862) %	100	57.84	42.16	7.19	4.77	38.41	19.93	8.03	14.97	2.80	1.26	0.15	0.11	1.16	1.03	0.11	0.08
Occupational CLF %	100	52.9	47.1	4.2	3.5	41.3	34.1	4.5	6.9	1.7	1.4	0.1	0	0.4	0.4	0.3	0.3
GS-5 #	95	46	49	6	10	29	30	5	7	5	1	0	0	0	0	1	1
GS-5 %	100	48.42	51.58	6.32	10.53	30.53	31.58	5.26	7.37	5.26	1.05	0.00	0.00	0.00	0.00	1.05	1.05
GS-7 #	301	151	150	26	27	85	73	17	39	17	8	1	0	5	3	0	0
GS-7 %	100	50.17	49.83	8.64	8.97	28.24	24.25	5.65	12.96	5.65	2.66	0.33	0.00	1.66	1.00	0.00	0.00
GS-8 #	300	179	121	43	19	87	53	25	36	21	8	1	1	1	3	1	1
GS-8 %	100	59.67	40.33	14.33	6.33	29.00	17.67	8.33	12.00	7.00	2.67	0.33	0.33	0.33	1.00	0.33	0.33
GS-9 #	3669	2127	1542	242	155	1446	719	304	583	83	41	5	3	44	39	3	2
GS-9 %	100	57.97	42.03	6.60	4.22	39.41	19.60	8.29	15.89	2.26	1.12	0.14	0.08	1.20	1.06	0.08	0.05
GS-10 #	391	248	143	25	16	180	73	31	47	7	2	0	1	5	4	0	0
GS-10 %	100	63.43	36.57	6.39	4.09	46.04	18.67	7.93	12.02	1.79	0.51	0.00	0.26	1.28	1.02	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	3017	1557	1460	434	298	713	425	308	626	77	48	6	7	16	52	3	4
Internal Applications %	100	51.61	48.39	14.39	9.88	23.63	14.09	10.21	20.75	2.55	1.59	0.20	0.23	0.53	1.72	0.10	0.13
Qualified Internal Applicants #	1851	898	953	250	173	447	282	162	418	30	32	2	1	6	47	1	0
Qualified Internal Applicants %	100	48.51	51.49	13.51	9.35	24.15	15.24	8.75	22.58	1.62	1.73	0.11	0.05	0.32	2.54	0.05	0.00
Referred Applicants #	1831	892	939	249	172	444	277	160	411	30	32	2	1	6	46	1	0
Referred Applicants %	100	48.72	51.28	13.60	9.39	24.25	15.13	8.74	22.45	1.64	1.75	0.11	0.05	0.33	2.51	0.05	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	307	175	132	52	30	97	47	14	43	10	4	0	0	2	8	0	0
Internal Selections %	100	57.00	43.00	16.94	9.77	31.60	15.31	4.56	14.01	3.26	1.30	0.00	0.00	0.65	2.61	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	3017	1557	1460	434	298	713	425	308	626	77	48	6	7	16	52	3	4
Voluntarily Identified Applicants %	100	51.61	48.39	14.39	9.88	23.63	14.09	10.21	20.75	2.55	1.59	0.20	0.23	0.53	1.72	0.10	0.13
Qualified External Applicants #	1851	898	953	250	173	447	282	162	418	30	32	2	1	6	47	1	0
Qualified External Applicants %	100	48.51	51.49	13.51	9.35	24.15	15.24	8.75	22.58	1.62	1.73	0.11	0.05	0.32	2.54	0.05	0.00
Referred Applicants #	1831	892	939	249	172	444	277	160	411	30	32	2	1	6	46	1	0
Referred Applicants %	100	48.72	51.28	13.60	9.39	24.25	15.13	8.74	22.45	1.64	1.75	0.11	0.05	0.33	2.51	0.05	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

Mission-Critical Occupations	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	307	175	132	52	30	97	47	14	43	10	4	0	0	2	8	0	0
External Selections %	100	57.00	43.00	16.94	9.77	31.60	15.31	4.56	14.01	3.26	1.30	0.00	0.00	0.65	2.61	0.00	0.00
FOOD INSPECTOR (1863) #	1715	811	904	151	199	429	345	175	300	30	30	4	1	19	26	3	3
FOOD INSPECTOR (1863) %	100	47.29	52.71	8.80	11.60	25.01	20.12	10.20	17.49	1.75	1.75	0.23	0.06	1.11	1.52	0.17	0.17
Occupational CLF %	100	68.5	31.5	7.7	5.7	52.2	18.2	4.9	5.6	2.2	0.8	0.2	0.1	0.5	0.7	0.07	0.3
GS-5 #	383	197	186	34	34	97	89	50	45	11	8	1	0	3	10	1	0
GS-5 %	100	51.44	48.56	8.88	8.88	25.33	23.24	13.05	11.75	2.87	2.09	0.26	0.00	0.78	2.61	0.26	0.00
GS-7 #	1273	579	694	109	161	314	245	119	249	17	20	3	1	15	15	2	3
GS-7 %	100	45.48	54.52	8.56	12.65	24.67	19.25	9.35	19.56	1.34	1.57	0.24	0.08	1.18	1.18	0.16	0.24
GS-8 #	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0
GS-8 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-9 #	57	35	22	8	4	18	11	6	5	2	1	0	0	1	1	0	0
GS-9 %	100	61.40	38.60	14.04	7.02	31.58	19.30	10.53	8.77	3.51	1.75	0.00	0.00	1.75	1.75	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	44	22	22	7	4	4	4	4	7	6	5	0	0	0	1	1	1
Internal Applications %	100	50.00	50.00	15.91	9.09	9.09	9.09	9.09	15.91	13.64	11.36	0.00	0.00	0.00	2.27	2.27	2.27
Qualified Internal Applicants #	15	7	8	4	1	0	2	2	3	1	2	0	0	0	0	0	0
Qualified Internal Applicants %	100	46.67	53.33	26.67	6.67	0.00	13.33	13.33	20.00	6.67	13.33	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	15	7	8	4	1	0	2	2	3	1	2	0	0	0	0	0	0
Referred Applicants %	100	46.67	53.33	26.67	6.67	0.00	13.33	13.33	20.00	6.67	13.33	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0
Internal Selections %	100	50.00	50.00	0.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	44	22	22	7	4	4	4	4	7	6	5	0	0	0	1	1	1
Voluntarily Identified Applicants %	100	50.00	50.00	15.91	9.09	9.09	9.09	9.09	15.91	13.64	11.36	0.00	0.00	0.00	2.27	2.27	2.27
Qualified External Applicants #	15	7	8	4	1	0	2	2	3	1	2	0	0	0	0	0	0
Qualified External Applicants %	100	46.67	53.33	26.67	6.67	0.00	13.33	13.33	20.00	6.67	13.33	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	15	7	8	4	1	0	2	2	3	1	2	0	0	0	0	0	0
Referred Applicants %	100	46.67	53.33	26.67	6.67	0.00	13.33	13.33	20.00	6.67	13.33	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

USDA Food Safety and Inspection Service

For period covering October 1, 2020 to September 30, 2021.

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Table A6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

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Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate)

Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Upward Mobility Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Senior Grades #	851	429	422	25	23	295	243	64	127	41	19	0	2	3	4	1	4
Total Senior Grades %	100	50.41	49.59	2.94	2.70	34.67	28.55	7.52	14.92	4.82	2.23	0.00	0.24	0.35	0.47	0.12	0.47
SES or Equivalent #	25	12	13	1	0	9	10	1	1	1	2	0	0	0	0	0	0
SES or Equivalent %	100	48.00	52.00	4.00	0.00	36.00	40.00	4.00	4.00	4.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

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For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 or Equivalent #	273	139	134	6	8	99	77	19	36	14	10	0	1	1	1	0	1
GS-14 or Equivalent %	100	50.92	49.08	2.20	2.93	36.26	28.21	6.96	13.19	5.13	3.66	0.00	0.37	0.37	0.37	0.00	0.37
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	50.18	49.82	3.14	2.58	33.95	28.23	7.93	16.42	4.61	1.29	0	0.18	0.37	0.55	0.18	0.55
Internal Applications #	334	152	182	17	22	76	54	38	83	17	18	0	1	2	0	2	4
Internal Applications %	100	45.51	54.49	5.09	6.59	22.75	16.17	11.38	24.85	5.09	5.39	0.00	0.30	0.60	0.00	0.60	1.20
Qualified Internal Applicants #	69	30	39	7	2	17	19	4	15	2	3	0	0	0	0	0	0
Qualified Internal Applicants %	100	43.48	56.52	10.14	2.90	24.64	27.54	5.80	21.74	2.90	4.35	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	69	30	39	7	2	17	19	4	15	2	3	0	0	0	0	0	0
Referred Applicants %	100	43.48	56.52	10.14	2.90	24.64	27.54	5.80	21.74	2.90	4.35	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	8	2	6	0	1	1	2	1	2	0	1	0	0	0	0	0	0
Internal Selections %	100	25.00	75.00	0.00	12.50	12.50	25.00	12.50	25.00	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	178	119	59	14	8	51	23	21	16	31	9	0	0	0	2	2	1
Voluntarily Identified Applicants %	100	66.85	33.15	7.87	4.49	28.65	12.92	11.80	8.99	17.42	5.06	0.00	0.00	0.00	1.12	1.12	0.56
Qualified External Applicants #	56	40	16	1	0	15	7	6	3	16	4	0	0	0	1	2	1
Qualified External Applicants %	100	71.43	28.57	1.79	0.00	26.79	12.50	10.71	5.36	28.57	7.14	0.00	0.00	0.00	1.79	3.57	1.79
Referred Applicants #	25	15	10	0	0	10	5	3	1	1	3	0	0	0	0	1	1
Referred Applicants %	100	60.00	40.00	0.00	0.00	40.00	20.00	12.00	4.00	4.00	12.00	0.00	0.00	0.00	0.00	4.00	4.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

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Senior Grade Levels	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
External Selections #	3	0	3	0	0	0	2	0	0	0	1	0	0	0	0	0	0
External Selections %	100	0.00	100.00	0.00	0.00	0.00	66.67	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 or Equivalent #	542	272	270	17	14	184	153	43	89	25	7	0	1	2	3	1	3
GS-13 or Equivalent %	100	50.18	49.82	3.14	2.58	33.95	28.23	7.93	16.42	4.61	1.29	0.00	0.18	0.37	0.55	0.18	0.55
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	100	48.94	51.06	4.04	3.21	35.9	33.98	5.42	9.55	3.4	3.49	0	0.18	0.09	0.64	0.09	0
Internal Applications #	871	421	450	51	50	173	146	142	211	48	30	2	0	4	9	1	4
Internal Applications %	100	48.34	51.66	5.86	5.74	19.86	16.76	16.30	24.23	5.51	3.44	0.23	0.00	0.46	1.03	0.11	0.46
Qualified Internal Applicants #	338	182	156	13	8	79	58	56	75	31	9	0	0	3	5	0	1
Qualified Internal Applicants %	100	53.85	46.15	3.85	2.37	23.37	17.16	16.57	22.19	9.17	2.66	0.00	0.00	0.89	1.48	0.00	0.30
Referred Applicants #	337	181	156	13	8	78	58	56	75	31	9	0	0	3	5	0	1
Referred Applicants %	100	53.71	46.29	3.86	2.37	23.15	17.21	16.62	22.26	9.20	2.67	0.00	0.00	0.89	1.48	0.00	0.30
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	45	16	29	1	0	9	12	4	16	2	0	0	0	0	1	0	0
Internal Selections %	100	35.56	64.44	2.22	0.00	20.00	26.67	8.89	35.56	4.44	0.00	0.00	0.00	0.00	2.22	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	195	128	67	13	11	36	7	59	43	20	3	0	0	0	1	0	2
Voluntarily Identified Applicants %	100	65.64	34.36	6.67	5.64	18.46	3.59	30.26	22.05	10.26	1.54	0.00	0.00	0.00	0.51	0.00	1.03
Qualified External Applicants #	82	52	30	5	5	8	4	30	18	9	2	0	0	0	0	0	1
Qualified External Applicants %	100	63.41	36.59	6.10	6.10	9.76	4.88	36.59	21.95	10.98	2.44	0.00	0.00	0.00	0.00	0.00	1.22
Referred Applicants #	82	52	30	5	5	8	4	30	18	9	2	0	0	0	0	0	1
Referred Applicants %	100	63.41	36.59	6.10	6.10	9.76	4.88	36.59	21.95	10.98	2.44	0.00	0.00	0.00	0.00	0.00	1.22

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Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Managers #	345	197	148	8	13	145	86	24	39	18	6	0	1	2	2	0	1
Managers %	100	57.10	42.90	2.32	3.77	42.03	24.93	6.96	11.30	5.22	1.74	0.00	0.29	0.58	0.58	0.00	0.29
GS-15 #	11	6	5	1	1	3	3	1	1	1	0	0	0	0	0	0	0
GS-15 %	100	54.55	45.45	9.09	9.09	27.27	27.27	9.09	9.09	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	
Vacancy Announcements #																	
Voluntarily Identified Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Upward Mobility To Management Positions	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Qualified External Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisors #	834	444	390	35	21	327	284	48	70	31	7	0	2	2	6	1	0
Supervisors %	100	53.24	46.76	4.20	2.52	39.21	34.05	5.76	8.39	3.72	0.84	0.00	0.24	0.24	0.72	0.12	0.00
GS-13 #	542	272	270	17	14	184	153	43	89	25	7	0	1	2	3	1	3
GS-13 %	100	50.18	49.82	3.14	2.58	33.95	28.23	7.93	16.42	4.61	1.29	0.00	0.18	0.37	0.55	0.18	0.55
GS-14 #	273	139	134	6	8	99	77	19	36	14	10	0	1	1	1	0	1
GS-14 %	100	50.92	49.08	2.20	2.93	36.26	28.21	6.96	13.19	5.13	3.66	0.00	0.37	0.37	0.37	0.00	0.37
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	1205	573	632	68	72	249	200	180	294	65	48	2	1	6	9	3	8
Internal Applications %	100	47.55	52.45	5.64	5.98	20.66	16.60	14.94	24.40	5.39	3.98	0.17	0.08	0.50	0.75	0.25	0.66
Qualified Internal Applicants #	407	212	195	20	10	96	77	60	90	33	12	0	0	3	5	0	1
Qualified Internal Applicants %	100	52.09	47.91	4.91	2.46	23.59	18.92	14.74	22.11	8.11	2.95	0.00	0.00	0.74	1.23	0.00	0.25
Referred Applicants #	406	211	195	20	10	95	77	60	90	33	12	0	0	3	5	0	1
Referred Applicants %	100	51.97	48.03	4.93	2.46	23.40	18.97	14.78	22.17	8.13	2.96	0.00	0.00	0.74	1.23	0.00	0.25
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	11	4	7	1	1	1	3	2	2	0	1	0	0	0	0	0	0
Internal Selections %	100	36.36	63.64	9.09	9.09	9.09	27.27	18.18	18.18	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00

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Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Permanent Workforce #	8898	4719	4179	580	505	3071	2066	714	1336	252	161	11	10	81	88	10	13
Permanent Workforce %	100	53.03	46.97	6.52	5.68	34.51	23.22	8.02	15.01	2.83	1.81	0.12	0.11	0.91	0.99	0.11	0.15
Alternative Benchmark %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	452	229	223	31	11	159	137	27	49	8	16	0	0	0	4	4	6
Time-Off Awards 1 - 10 hours: Awards Given %	100	50.66	49.34	6.86	2.43	35.18	30.31	5.97	10.84	1.77	3.54	0.00	0.00	0.00	0.88	0.88	1.33
Time-Off Awards 1 - 10 Hours: Total Hours #	3434	1729	1705	244	86	1212	1053	204	356	44	138	0	0	0	34	25	38
Time-Off Awards 1 - 10 Hours: Average Hours #	7.6	7.55	7.65	7.87	7.82	7.62	7.69	7.56	7.27	5.5	8.63	0	0	0	8.5	6.25	6.33
Time-Off Awards 11 - 20 hours: Awards Given #	221	104	117	9	10	80	70	5	22	5	8	0	0	2	2	3	2
Time-Off Awards 11 - 20 hours: Awards Given %	100	47.06	52.94	4.07	4.52	36.20	31.67	2.26	9.95	2.26	3.62	0.00	0.00	0.90	0.90	1.36	0.90
Time-Off Awards 11 - 20 Hours: Total Hours #	3734	1802	1932	152	164	1390	1222	88	360	84	122	0	0	32	28	56	36
Time-Off Awards 11 - 20 Hours: Average Hours #	16.9	17.33	16.51	16.89	16.4	17.38	17.46	17.6	16.36	16.8	15.25	0	0	16	14	18.67	18
Time-Off Awards 21 - 30 hours: Awards Given #	32	13	19	2	1	10	11	1	6	0	0	0	0	0	0	0	1
Time-Off Awards 21 - 30 hours: Awards Given %	100	40.63	59.38	6.25	3.13	31.25	34.38	3.13	18.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.13
Time-Off Awards 21 - 30 Hours: Total Hours #	775	318	457	48	27	246	264	24	144	0	0	0	0	0	0	0	22
Time-Off Awards 21 - 30 Hours: Average Hours #	24.22	24.46	24.05	24	27	24.6	24	24	24	0	0	0	0	0	0	0	22
Time-Off Awards 31 - 40 hours: Awards Given #	6	3	3	0	0	3	3	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	50.00	50.00	0.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	224	120	104	0	0	120	104	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	37.33	40	34.67	0	0	40	34.67	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	9308	5027	4281	575	455	3369	2075	687	1404	200	162	12	10	84	75	100	100
Cash Awards \$500 and Under: Awards Given %	100	54.01	45.99	6.18	4.89	36.19	22.29	7.38	15.08	2.15	1.74	0.13	0.11	0.90	0.81	1.07	1.07
Cash Awards \$500 and Under: Total Amount \$	3513002	1886478	1626524	214372	169455	1256231	773685	266718	549324	74996	63142	4325	3785	32464	28818	37372	38315
Cash Awards \$500 and Under: Average Amount \$	377.42	375.27	379.94	372.82	372.43	372.88	372.86	388.24	391.26	374.98	389.77	360.42	378.5	386.48	384.24	373.72	383.15
Cash Awards: \$501 - \$999: Awards Given #	6738	3591	3147	375	294	2447	1625	439	963	196	133	8	3	58	66	68	63
Cash Awards: \$501 - \$999: Awards Given %	100	53.29	46.71	5.57	4.36	36.32	24.12	6.52	14.29	2.91	1.97	0.12	0.04	0.86	0.98	1.01	0.93
Cash Awards: \$501 - \$999: Total Amount \$	4897112	2603944	2293168	269280	213773	1779856	1184984	317004	701033	141538	97399	5435	2051	42713	48261	48118	45667
Cash Awards: \$501 - \$999: Average Amount \$	726.79	725.13	728.68	718.08	727.12	727.36	729.22	722.1	727.97	722.13	732.32	679.38	683.67	736.43	731.23	707.62	724.87
Cash Awards: \$1000 - \$1999: Awards Given #	4486	2180	2306	200	188	1498	1196	287	722	117	115	1	7	39	37	38	41
Cash Awards: \$1000 - \$1999: Awards Given %	100	48.60	51.40	4.46	4.19	33.39	26.66	6.40	16.09	2.61	2.56	0.02	0.16	0.87	0.82	0.85	0.91
Cash Awards: \$1000 - \$1999: Total Amount \$	6720074	3285549	3434525	305107	284333	2267985	1780501	426229	1085152	166398	160198	1500	10445	62257	53654	56073	60242

USDA Food Safety and Inspection Service

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 03:04 PM

Awards	Total	Total Males	Total Females	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
Cash Awards: \$1000 - \$1999: Average Amount \$	1498.01	1507.13	1489.39	1525.54	1512.41	1514.01	1488.71	1485.12	1502.98	1422.21	1393.03	1500	1492.14	1596.33	1450.11	1475.61	1469.32
Cash Awards: \$2000 - \$2999: Awards Given #	4418	2517	1901	282	206	1632	941	387	621	125	62	8	3	40	41	43	27
Cash Awards: \$2000 - \$2999: Awards Given %	100	56.97	43.03	6.38	4.66	36.94	21.30	8.76	14.06	2.83	1.40	0.18	0.07	0.91	0.93	0.97	0.61
Cash Awards: \$2000 - \$2999: Total Amount \$	10384144	5975719	4408425	678239	483868	3863409	2197888	917437	1418232	297991	146482	19978	6145	95432	95044	103233	60766
Cash Awards: \$2000 - \$2999: Average Amount \$	2350.42	2374.14	2319	2405.1	2348.87	2367.28	2335.69	2370.64	2283.79	2383.93	2362.61	2497.25	2048.33	2385.8	2318.15	2400.77	2250.59
Cash Awards: \$3000 - \$3999: Awards Given #	740	451	289	41	24	311	170	54	77	31	15	1	1	5	2	8	0
Cash Awards: \$3000 - \$3999: Awards Given %	100	60.95	39.05	5.54	3.24	42.03	22.97	7.30	10.41	4.19	2.03	0.14	0.14	0.68	0.27	1.08	0.00
Cash Awards: \$3000 - \$3999: Total Amount \$	2470150	1508168	961982	137092	77917	1039959	566847	180480	258595	104002	48726	3502	3027	16521	6870	26612	0
Cash Awards: \$3000 - \$3999: Average Amount \$	3338.04	3344.05	3328.66	3343.71	3246.54	3343.92	3334.39	3342.22	3358.38	3354.9	3248.4	3502	3027	3304.2	3435	3326.5	0
Cash Awards: \$4000 - \$4999: Awards Given #	183	96	87	6	6	70	45	11	31	8	3	0	1	0	1	1	0
Cash Awards: \$4000 - \$4999: Awards Given %	100	52.46	47.54	3.28	3.28	38.25	24.59	6.01	16.94	4.37	1.64	0.00	0.55	0.00	0.55	0.55	0.00
Cash Awards: \$4000 - \$4999: Total Amount \$	806697	426360	380337	25761	26270	312568	193395	48549	138599	34969	13072	0	4889	0	4112	4513	0
Cash Awards: \$4000 - \$4999: Average Amount \$	4408.18	4441.25	4371.69	4293.5	4378.33	4465.26	4297.67	4413.55	4470.94	4371.13	4357.33	0	4889	0	4112	4513	0
Cash Awards: \$5000 or more: Awards Given #	41	23	18	1	1	19	9	0	7	3	1	0	0	0	0	0	0
Cash Awards: \$5000 or more: Awards Given %	100	56.10	43.90	2.44	2.44	46.34	21.95	0.00	17.07	7.32	2.44	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards: \$5000 or more: Total Amount \$	247859	145323	102536	15784	5333	113039	52722	0	3900	16500	5481	0	0	0	0	0	0
Cash Awards: \$5000 or more: Average Amount \$	6045.34	6318.39	5696.44	15784	5333	5949.42	5858	0	557.14	5500	5481	0	0	0	0	0	0
OTHER AWARDS																	
Total QSIs Awarded #	26	14	12	2	0	11	10	1	0	0	2	0	0	0	0	0	0
Total QSIs Awarded %	100	53.85	46.15	7.69	0.00	42.31	38.46	3.85	0.00	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00
Total Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit \$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Performance Based Pay Increases Awarded #	141	62	79	9	8	42	47	8	19	2	3	0	0	0	1	1	1
Total Performance Based Pay Increases Awarded %	100	43.97	56.03	6.38	5.67	29.79	33.33	5.67	13.48	1.42	2.13	0.00	0.00	0.00	0.71	0.71	0.71
Total Benefit \$	267859	111925	155934	13441	13677	78556	99766	14263	32623	4144	6826	0	0	0	1521	1521	1521
Average Benefit \$	1899.71	1805.24	1973.85	1493.44	1709.63	1870.38	2122.68	1782.88	1717	2072	2275.33	0	0	0	1521	1521	1521

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

Employment Tenure	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurer [93]
TOTAL WORKFORCE																	
Total Workforce: Prior FY #	8799	7558	432	809	268	0	7	106	48	8	5	18	12	3	55	0	6
Total Workforce: Prior FY %	100	85.90	4.91	9.19	3.05	0.00	0.08	1.20	0.55	0.09	0.06	0.20	0.14	0.03	0.63	0.00	0.07
Total Workforce: Current FY #	9044	7708	558	778	243	0	6	94	46	7	4	16	9	3	52	0	6
Total Workforce: Current FY %	100	85.23	6.17	8.60	2.69	0.00	0.07	1.04	0.51	0.08	0.04	0.18	0.10	0.03	0.57	0.00	0.07
Total Workforce: 501 Goal %				12.00	2.00												
Total Workforce: Difference #	245	150	126	-31	-25	0	-1	-12	-2	-1	-1	-2	-3	0	-3	0	0
Total Workforce: Ratio Change %	0.00	-0.67	1.26	-0.59	-0.36	0.00	-0.01	-0.16	-0.04	-0.01	-0.02	-0.02	-0.04	0.00	-0.06	0.00	0.00
Total Workforce: Net Change %	2.78	1.98	29.17	-3.83	-9.33	0.00	-14.29	-11.32	-4.17	-12.50	-20.00	-11.11	-25.00	0.00	-5.45	0.00	0.00
EMPLOYEE GAINS																	
Total Workforce: New Hires #	953	703	206	44	10	0	0	3	2	1	0	1	0	0	3	0	0
Total Workforce: New Hires %	100	73.77	21.62	4.62	1.05	0.00	0.00	0.31	0.21	0.10	0.00	0.10	0.00	0.00	0.31	0.00	0.00
EMPLOYEE LOSSES																	
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	101	72	19	10	3	0	0	2	0	0	0	0	0	0	1	0	0
Total Workforce: Removal %	100	71.29	18.81	9.90	2.97	0.00	0.00	1.98	0.00	0.00	0.00	0.00	0.00	0.00	0.99	0.00	0.00
Total Workforce: Resignation #	283	209	46	28	12	0	1	5	0	2	0	1	1	0	2	0	0
Total Workforce: Resignation %	100	73.85	16.25	9.89	4.24	0.00	0.35	1.77	0.00	0.71	0.00	0.35	0.35	0.00	0.71	0.00	0.00
Total Workforce: Retirement #	334	276	14	44	22	0	0	8	5	0	1	2	2	0	4	0	0
Total Workforce: Retirement %	100	82.63	4.19	13.17	6.59	0.00	0.00	2.40	1.50	0.00	0.30	0.60	0.60	0.00	1.20	0.00	0.00
Total Workforce: Other Separations #	104	82	12	10	3	0	1	0	0	0	0	0	1	0	1	0	0
Total Workforce: Other Separations %	100	78.85	11.54	9.62	2.88	0.00	0.96	0.00	0.00	0.00	0.00	0.00	0.96	0.00	0.96	0.00	0.00
Total Workforce: Total Separations #	822	639	91	92	40	0	2	15	5	2	1	3	4	0	8	0	0
Total Workforce: Total Separations %	100	77.74	11.07	11.19	4.87	0.00	0.24	1.82	0.61	0.24	0.12	0.36	0.49	0.00	0.97	0.00	0.00
PERMANENT WORKFORCE																	
Permanent Workforce: Prior FY #	8610	7407	412	791	265	0	7	105	46	8	5	18	12	3	55	0	6
Permanent Workforce: Prior FY %	100	86.03	4.79	9.19	3.08	0.00	0.08	1.22	0.53	0.09	0.06	0.21	0.14	0.03	0.64	0.00	0.07
Permanent Workforce: Current FY #	8898	7586	546	766	241	0	6	94	44	7	4	16	9	3	52	0	6
Permanent Workforce: Current FY %	100	85.26	6.14	8.61	2.71	0.00	0.07	1.06	0.49	0.08	0.04	0.18	0.10	0.03	0.58	0.00	0.07
Permanent Workforce: Difference #	288	179	134	-25	-24	0	-1	-11	-2	-1	-1	-2	-3	0	-3	0	0
Permanent Workforce: Ratio Change %	0.00	-0.77	1.35	-0.58	-0.37	0.00	-0.01	-0.16	-0.04	-0.01	-0.02	-0.03	-0.04	0.00	-0.06	0.00	0.00
Permanent Workforce: Net Change %	3.34	2.42	32.52	-3.16	-9.06	0.00	-14.29	-10.48	-4.35	-12.50	-20.00	-11.11	-25.00	0.00	-5.45	0.00	0.00
EMPLOYEE GAINS																	

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

[illegible]

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

[illegible]

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TOTAL WORKFORCE (Participation Rate)																		
Total Workforce: Prior FY #	8799	7990	7558	432	809	268	0	7	106	48	8	5	18	12	3	55	0	6
Total Workforce: Prior FY %	100	90.81	85.90	4.91	9.19	3.05	0.00	0.08	1.20	0.55	0.09	0.06	0.20	0.14	0.03	0.63	0.00	0.07
Total Workforce: Current FY #	9044	8266	7708	558	778	243	0	6	94	46	7	4	16	9	3	52	0	6
Total Workforce: Current FY %	100	91.40	85.23	6.17	8.60	2.69	0.00	0.07	1.04	0.51	0.08	0.04	0.18	0.10	0.03	0.57	0.00	0.07
Total Workforce: 501 Goal %					12.00	2.00												
Total Workforce: Difference #	245	276	150	126	-31	-25	0	-1	-12	-2	-1	-1	-2	-3	0	-3	0	0
Total Workforce: Ratio Change %	0.00	0.59	-0.67	1.26	-0.59	-0.36	0.00	-0.01	-0.16	-0.04	-0.01	-0.02	-0.02	-0.04	0.00	-0.06	0.00	0.00
Total Workforce: Net Change %	2.78	3.45	1.98	29.17	-3.83	-9.33	0.00	-14.29	-11.32	-4.17	-12.50	-20.00	-11.11	-25.00	0.00	-5.45	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Total Workforce: New Hires #	953	909	703	206	44	10	0	0	3	2	1	0	1	0	0	3	0	0
Total Workforce: New Hires %	100	95.38	73.77	21.62	4.62	1.05	0.00	0.00	0.31	0.21	0.10	0.00	0.10	0.00	0.00	0.31	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Total Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Workforce: Removal #	101	91	72	19	10	3	0	0	2	0	0	0	0	0	0	1	0	0
Total Workforce: Removal %	1.12	1.10	0.93	3.41	1.29	1.23	0.00	0.00	2.13	0.00	0.00	0.00	0.00	0.00	0.00	1.92	0.00	0.00
Total Workforce: Resignation #	283	255	209	46	28	12	0	1	5	0	2	0	1	1	0	2	0	0
Total Workforce: Resignation %	3.13	3.08	2.71	8.24	3.60	4.94	0.00	16.67	5.32	0.00	28.57	0.00	6.25	11.11	0.00	3.85	0.00	0.00
Total Workforce: Retirement #	334	290	276	14	44	22	0	0	8	5	0	1	2	2	0	4	0	0
Total Workforce: Retirement %	3.69	3.51	3.58	2.51	5.66	9.05	0.00	0.00	8.51	10.87	0.00	25.00	12.50	22.22	0.00	7.69	0.00	0.00
Total Workforce: Other Separations #	104	94	82	12	10	3	0	1	0	0	0	0	0	1	0	1	0	0
Total Workforce: Other Separations %	1.15	1.14	1.06	2.15	1.29	1.23	0.00	16.67	0.00	0.00	0.00	0.00	0.00	11.11	0.00	1.92	0.00	0.00
Total Workforce: Total Separations #	822	730	639	91	92	40	0	2	15	5	2	1	3	4	0	8	0	0
Total Workforce: Total Separations %	9.09	8.83	8.29	16.31	11.83	16.46	0.00	33.33	15.96	10.87	28.57	25.00	18.75	44.44	0.00	15.38	0.00	0.00
PERMANENT WORKFORCE (Participation Rate)																		
Permanent Workforce: Prior FY #	8610	7819	7407	412	791	265	0	7	105	46	8	5	18	12	3	55	0	6
Permanent Workforce: Prior FY %	100	90.81	86.03	4.79	9.19	3.08	0.00	0.08	1.22	0.53	0.09	0.06	0.21	0.14	0.03	0.64	0.00	0.07
Permanent Workforce: Current FY #	8898	8132	7586	546	766	241	0	6	94	44	7	4	16	9	3	52	0	6
Permanent Workforce: Current FY %	100	91.39	85.26	6.14	8.61	2.71	0.00	0.07	1.06	0.49	0.08	0.04	0.18	0.10	0.03	0.58	0.00	0.07
Permanent Workforce: Difference #	288	313	179	134	-25	-24	0	-1	-11	-2	-1	-1	-2	-3	0	-3	0	0
Permanent Workforce: Ratio Change %	0.00	0.58	-0.77	1.35	-0.58	-0.37	0.00	-0.01	-0.16	-0.04	-0.01	-0.02	-0.03	-0.04	0.00	-0.06	0.00	0.00
Permanent Workforce: Net Change %	3.34	4.00	2.42	32.52	-3.16	-9.06	0.00	-14.29	-10.48	-4.35	-12.50	-20.00	-11.11	-25.00	0.00	-5.45	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

Employment Tenure	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigure [93]
Permanent Workforce: New Hires #	905	864	665	199	41	9	0	0	3	2	0	0	1	0	0	3	0	0
Permanent Workforce: New Hires %	100	95.47	73.48	21.99	4.53	0.99	0.00	0.00	0.33	0.22	0.00	0.00	0.11	0.00	0.00	0.33	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Permanent Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Permanent Workforce: Removal #	62	57	40	17	5	2	0	0	1	0	0	0	0	0	0	1	0	0
Permanent Workforce: Removal %	0.70	0.70	0.53	3.11	0.65	0.83	0.00	0.00	1.06	0.00	0.00	0.00	0.00	0.00	0.00	1.92	0.00	0.00
Permanent Workforce: Resignation #	245	223	182	41	22	10	0	1	4	0	1	0	1	1	0	2	0	0
Permanent Workforce: Resignation %	2.75	2.74	2.40	7.51	2.87	4.15	0.00	16.67	4.26	0.00	14.29	0.00	6.25	11.11	0.00	3.85	0.00	0.00
Permanent Workforce: Retirement #	334	290	276	14	44	22	0	0	8	5	0	1	2	2	0	4	0	0
Permanent Workforce: Retirement %	3.75	3.57	3.64	2.56	5.74	9.13	0.00	0.00	8.51	11.36	0.00	25.00	12.50	22.22	0.00	7.69	0.00	0.00
Permanent Workforce: Other Separations #	95	85	75	10	10	3	0	1	0	0	0	0	0	1	0	1	0	0
Permanent Workforce: Other Separations %	1.07	1.05	0.99	1.83	1.31	1.24	0.00	16.67	0.00	0.00	0.00	0.00	0.00	11.11	0.00	1.92	0.00	0.00
Permanent Workforce: Total Separations #	769	684	600	84	85	38	0	2	14	5	1	1	3	4	0	8	0	0
Permanent Workforce: Total Separations %	8.50	8.27	7.78	15.05	10.93	15.64	0.00	33.33	14.89	10.87	14.29	25.00	18.75	44.44	0.00	15.38	0.00	0.00
TEMPORARY WORKFORCE (Participation Rate)																		
Temporary Workforce: Prior FY #	189	171	151	20	18	3	0	0	1	2	0	0	0	0	0	0	0	0
Temporary Workforce: Prior FY %	100	90.48	79.89	10.58	9.52	1.59	0.00	0.00	0.53	1.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Current FY #	146	134	122	12	12	2	0	0	0	2	0	0	0	0	0	0	0	0
Temporary Workforce: Current FY %	100	91.78	83.56	8.22	8.22	1.37	0.00	0.00	0.00	1.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Difference #	-43	-37	-29	-8	-6	-1	0	0	-1	0	0	0	0	0	0	0	0	0
Temporary Workforce: Ratio Change %	0.00	1.30	3.67	-2.36	-1.30	-0.22	0.00	0.00	-0.53	0.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Net Change %	-22.75	-21.64	-19.21	-40.00	-33.33	-33.33	0.00	0.00	-100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE GAINS (Participation Rate)																		
Temporary Workforce: New Hires #	48	45	38	7	3	1	0	0	0	0	1	0	0	0	0	0	0	0
Temporary Workforce: New Hires %	100	93.75	79.17	14.58	6.25	2.08	0.00	0.00	0.00	0.00	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EMPLOYEE LOSSES (Inclusion Rate)																		
Temporary Workforce: Reduction in Force #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Reduction in Force %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Removal #	6	5	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Removal %	4.11	3.73	4.10	0.00	8.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Resignation #	38	32	27	5	6	2	0	0	1	0	1	0	0	0	0	0	0	0
Temporary Workforce: Resignation %	26.03	23.88	22.13	41.67	50.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Temporary Workforce: Retirement #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary Workforce: Retirement %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

[illegible]

Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)

Subordinate Component	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Permanent Workforce #	8898	7586	546	766	241	0	6	94	44	7	4	16	9	3	52	0	6
Permanent Workforce %	100	85.26	6.14	8.61	2.71	0.00	0.07	1.06	0.49	0.08	0.04	0.18	0.10	0.03	0.58	0.00	0.07

Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate)

[illegible]

Table B4: Participation Rates For General Schedule Grades by Disability (Permanent)

GS/GM/GL GRADES	2017-2018																
	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04 #	4	2	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0
GS-04 %	100	50.00	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00
GS-05 #	492	348	126	18	6	0	0	5	0	0	0	0	0	0	1	0	0
GS-05 %	100	70.73	25.61	3.66	1.22	0.00	0.00	1.02	0.00	0.00	0.00	0.00	0.00	0.00	0.20	0.00	0.00
GS-06 #	19	12	2	5	3	0	0	0	1	0	0	1	0	0	1	0	0
GS-06 %	100	63.16	10.53	26.32	15.79	0.00	0.00	0.00	5.26	0.00	0.00	5.26	0.00	0.00	5.26	0.00	0.00
GS-07 #	1665	1385	183	97	29	0	2	15	4	0	0	0	3	2	3	0	0
GS-07 %	100	83.18	10.99	5.83	1.74	0.00	0.12	0.90	0.24	0.00	0.00	0.00	0.18	0.12	0.18	0.00	0.00
GS-08 #	306	258	30	18	3	0	0	1	0	0	0	0	0	0	2	0	0
GS-08 %	100	84.31	9.80	5.88	0.98	0.00	0.00	0.33	0.00	0.00	0.00	0.00	0.00	0.00	0.65	0.00	0.00
GS-09 #	3873	3396	114	363	113	0	2	39	28	2	1	9	5	0	24	0	3
GS-09 %	100	87.68	2.94	9.37	2.92	0.00	0.05	1.01	0.72	0.05	0.03	0.23	0.13	0.00	0.62	0.00	0.08
GS-10 #	394	344	13	37	12	0	0	7	1	0	0	0	0	0	2	0	2
GS-10 %	100	87.31	3.30	9.39	3.05	0.00	0.00	1.78	0.25	0.00	0.00	0.00	0.00	0.00	0.51	0.00	0.51
GS-11 #	131	110	8	13	4	0	0	3	0	0	0	0	0	0	1	0	0
GS-11 %	100	83.97	6.11	9.92	3.05	0.00	0.00	2.29	0.00	0.00	0.00	0.00	0.00	0.00	0.76	0.00	0.00
GS-12 #	1089	961	24	104	39	0	2	15	4	2	2	3	0	0	11	0	0
GS-12 %	100	88.25	2.20	9.55	3.58	0.00	0.18	1.38	0.37	0.18	0.18	0.28	0.00	0.00	1.01	0.00	0.00
GS-13 #	542	449	31	62	15	0	0	6	2	2	0	1	1	0	3	0	0
GS-13 %	100	82.84	5.72	11.44	2.77	0.00	0.00	1.11	0.37	0.37	0.00	0.18	0.18	0.00	0.55	0.00	0.00

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

[illegible]

Table B4: Participation Rates For General Schedule Grades by Disability (Temporary)

GS/GM/GL GRADES	2017-2018																	
	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]	
501 Goal %				12.00	2.00													
GS-01 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-01 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-02 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-02 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-03 #	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-03 %	100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-04 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-04 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-05 #	39	32	4	3	1	0	0	0	1	0	0	0	0	0	0	0	0	
GS-05 %	100	82.05	10.26	7.69	2.56	0.00	0.00	0.00	2.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-06 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-06 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-07 #	78	69	5	4	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-07 %	100	88.46	6.41	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-08 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-08 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-09 #	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-09 %	100	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-10 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-10 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-11 #	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-11 %	100	50.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-12 #	13	10	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-12 %	100	76.92	7.69	15.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-13 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-13 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-14 #	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	
GS-14 %	100	0.00	0.00	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
GS-15 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-15 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
All other (unspecified GS) #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

[illegible]

Table B5P: SALARY - Distribution by Disability (Participation Rate)

Salary Range	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %				12.00	2.00												
Up to \$20,000 #	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Up to \$20,000 %	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$20,001-\$30,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$20,001-\$30,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$30,001-\$40,000 #	441	313	114	14	3	0	0	0	3	0	0	0	0	0	0	0	0
\$30,001-\$40,000 %	100	70.98	25.85	3.17	0.68	0.00	0.00	0.00	0.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$40,001-\$50,000 #	1051	823	182	46	9	0	1	0	5	0	0	0	0	1	2	0	0
\$40,001-\$50,000 %	100	78.31	17.32	4.38	0.86	0.00	0.10	0.00	0.48	0.00	0.00	0.00	0.00	0.10	0.19	0.00	0.00
\$50,001-\$60,000 #	1758	1541	68	149	43	0	2	6	20	0	0	1	3	2	8	0	1
\$50,001-\$60,000 %	100	87.66	3.87	8.48	2.45	0.00	0.11	0.34	1.14	0.00	0.00	0.06	0.17	0.11	0.46	0.00	0.06
\$60,001-\$70,000 #	2529	2220	69	240	86	0	1	26	28	2	1	6	4	0	18	0	0
\$60,001-\$70,000 %	100	87.78	2.73	9.49	3.40	0.00	0.04	1.03	1.11	0.08	0.04	0.24	0.16	0.00	0.71	0.00	0.00
\$70,001-\$80,000 #	1034	910	36	88	24	0	0	1	12	0	0	2	1	0	5	0	3
\$70,001-\$80,000 %	100	88.01	3.48	8.51	2.32	0.00	0.00	0.10	1.16	0.00	0.00	0.19	0.10	0.00	0.48	0.00	0.29
\$80,001-\$90,000 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
\$80,001-\$90,000 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$90,001-\$100,000 #	356	304	8	44	19	0	0	1	7	1	1	2	0	0	6	0	1
\$90,001-\$100,000 %	100	85.39	2.25	12.36	5.34	0.00	0.00	0.28	1.97	0.28	0.28	0.56	0.00	0.00	1.69	0.00	0.28
\$100,001-\$110,000 #	429	372	16	41	13	0	2	1	4	1	0	1	1	0	3	0	0
\$100,001-\$110,000 %	100	86.71	3.73	9.56	3.03	0.00	0.47	0.23	0.93	0.23	0.00	0.23	0.23	0.00	0.70	0.00	0.00
\$110,001-\$120,000 #	256	222	9	25	8	0	0	2	4	2	0	0	0	0	0	0	0
\$110,001-\$120,000 %	100	86.72	3.52	9.77	3.13	0.00	0.00	0.78	1.56	0.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00
\$120,001-\$130,000 #	169	141	6	22	8	0	0	1	5	0	1	1	0	0	0	0	0
\$120,001-\$130,000 %	100	83.43	3.55	13.02	4.73	0.00	0.00	0.59	2.96	0.00	0.59	0.59	0.00	0.00	0.00	0.00	0.00
\$130,001-\$140,000 #	157	122	10	25	4	0	0	2	0	0	0	0	0	0	2	0	0
\$130,001-\$140,000 %	100	77.71	6.37	15.92	2.55	0.00	0.00	1.27	0.00	0.00	0.00	0.00	0.00	0.00	1.27	0.00	0.00
\$140,001-\$150,000 #	76	59	5	12	4	0	0	1	1	0	0	0	0	0	2	0	0
\$140,001-\$150,000 %	100	77.63	6.58	15.79	5.26	0.00	0.00	1.32	1.32	0.00	0.00	0.00	0.00	0.00	2.63	0.00	0.00
\$150,001-\$160,000 #	91	81	2	8	5	0	0	1	0	1	0	2	0	0	1	0	0
\$150,001-\$160,000 %	100	89.01	2.20	8.79	5.49	0.00	0.00	1.10	0.00	1.10	0.00	2.20	0.00	0.00	1.10	0.00	0.00
\$160,001-\$170,000 #	25	22	0	3	1	0	0	1	0	0	0	0	0	0	0	0	0

USDA Food Safety and Inspection Service

For period covering October 1, 2020 to September 30, 2021.

File Process Date and Time: 05/25/2022 03:04 PM

[illegible]

Table B5T: SALARY - Distribution by Disability (Participation Rate)

[illegible]

USDA Food Safety and Inspection Service

File Process Date and Time: 05/25/2022 03:04 PM

For period covering October 1, 2020 to September 30, 2021.

[illegible]

Table B6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

[illegible]

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

Mission-Critical Occupations	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
External Selections #	24	8	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	33.33	66.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CONSUMER SAFETY INSPECTOR (1862) #	4756	4148	214	394	118	0	1	46	27	8	4	0	25	1	1	0	5
CONSUMER SAFETY INSPECTOR (1862) %	100	87.22	4.50	8.28	2.48	0.00	0.02	0.97	0.57	0.17	0.08	0.00	0.53	0.02	0.02	0.00	0.11
GS-5 #	95	76	18	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-5 %	100	80.00	18.95	1.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-7 #	301	237	55	9	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-7 %	100	78.74	18.27	2.99	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-8 #	300	254	30	16	3	0	0	1	0	0	0	0	2	0	0	0	0
GS-8 %	100	84.67	10.00	5.33	1.00	0.00	0.00	0.33	0.00	0.00	0.00	0.00	0.67	0.00	0.00	0.00	0.00
GS-9 #	3669	3240	98	331	103	0	1	38	26	8	4	0	21	1	1	0	3
GS-9 %	100	88.31	2.67	9.02	2.81	0.00	0.03	1.04	0.71	0.22	0.11	0.00	0.57	0.03	0.03	0.00	0.08
GS-10 #	391	341	13	37	12	0	0	7	1	0	0	0	2	0	0	0	2
GS-10 %	100	87.21	3.32	9.46	3.07	0.00	0.00	1.79	0.26	0.00	0.00	0.00	0.51	0.00	0.00	0.00	0.51
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #	4046	962	2938	119	27	1	7	0	2	0	0	0	1	0	14	0	2
Internal Applications %	100	23.78	72.61	2.94	0.67	0.02	0.17	0.00	0.05	0.00	0.00	0.00	0.02	0.00	0.35	0.00	0.05
Qualified Internal Applicants #	2317	408	1826	76	7	1	3	0	0	0	0	0	0	0	3	0	0
Qualified Internal Applicants %	100	17.61	78.81	3.28	0.30	0.04	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00
Referred Applicants #	2285	400	1802	76	7	1	3	0	0	0	0	0	0	0	3	0	0
Referred Applicants %	100	17.51	78.86	3.33	0.31	0.04	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	375	78	287	9	1	0	0	0	0	0	0	0	0	0	1	0	0
Internal Selections %	100	20.80	76.53	2.40	0.27	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.27	0.00	0.00
NEW HIRES																	
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	4046	962	2938	119	27	1	7	0	2	0	0	0	1	0	14	0	2
Voluntarily Identified Applicants %	100	23.78	72.61	2.94	0.67	0.02	0.17	0.00	0.05	0.00	0.00	0.00	0.02	0.00	0.35	0.00	0.05
Qualified External Applicants #	2317	408	1826	76	7	1	3	0	0	0	0	0	0	0	3	0	0
Qualified External Applicants %	100	17.61	78.81	3.28	0.30	0.04	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00
Referred Applicants #	2285	400	1802	76	7	1	3	0	0	0	0	0	0	0	3	0	0
Referred Applicants %	100	17.51	78.86	3.33	0.31	0.04	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

[illegible]

Table B6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

[illegible]

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate)[illegible]

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

Upward Mobility to Senior Grade Levels		Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Applicants for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15 or Equivalent #		11	9	0	2	1	0	0	0	0	0	0	0	0	0	0	0	1
GS-15 or Equivalent %		100	81.82	0.00	18.18	9.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9.09
INTERNAL COMPETITIVE PROMOTIONS																		
Vacancy Announcements #		0																
Relevant Applicant Pool %		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #		5	0	0	0	5	0	3	0	0	0	0	1	0	0	1	0	0
Internal Applications %		100	0.00	0.00	0.00	100.00	0.00	60.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00	20.00	0.00	0.00
Qualified Internal Applicants #		2	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %		100	0.00	0.00	0.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #		2	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0
Referred Applicants %		100	0.00	0.00	0.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																		
Vacancy Announcements #		0																
Voluntarily Identified Applicants #		207	24	166	17	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %		100	11.59	80.19	8.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #		95	10	77	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %		100	10.53	81.05	8.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #		83	8	67	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %		100	9.64	80.72	9.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #		5	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %		100	20.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																		
Slots for Career Development Program #		0																

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

[illegible]

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

Upward Mobility to Senior Grade Levels		Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Slots for Career Development Program #		0																
Eligible for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13 or Equivalent #		542	449	31	62	15	0	0	6	2	2	0	1	1	0	3	0	0
GS-13 or Equivalent %		100	82.84	5.72	11.44	2.77	0.00	0.00	1.11	0.37	0.37	0.00	0.18	0.18	0.00	0.55	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																		
Vacancy Announcements #		0																
Relevant Applicant Pool %		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #		1232	183	894	98	57	12	0	4	2	0	3	4	3	3	13	0	13
Internal Applications %		100	14.85	72.56	7.95	4.63	0.97	0.00	0.32	0.16	0.00	0.24	0.32	0.24	0.24	1.06	0.00	1.06
Qualified Internal Applicants #		459	57	353	34	15	4	0	1	0	0	1	1	0	0	4	0	4
Qualified Internal Applicants %		100	12.42	76.91	7.41	3.27	0.87	0.00	0.22	0.00	0.00	0.22	0.22	0.00	0.00	0.87	0.00	0.87
Referred Applicants #		458	57	353	33	15	4	0	1	0	0	1	1	0	0	4	0	4
Referred Applicants %		100	12.45	77.07	7.21	3.28	0.87	0.00	0.22	0.00	0.00	0.22	0.22	0.00	0.00	0.87	0.00	0.87
Interviewed Applicants #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #		64	15	49	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %		100	23.44	76.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																		
Vacancy Announcements #		0																
Voluntarily Identified Applicants #		294	61	209	14	10	0	2	2	0	0	0	1	0	0	5	0	0
Voluntarily Identified Applicants %		100	20.75	71.09	4.76	3.40	0.00	0.68	0.68	0.00	0.00	0.00	0.34	0.00	0.00	1.70	0.00	0.00
Qualified External Applicants #		113	25	84	2	2	0	1	0	0	0	0	0	0	0	1	0	0
Qualified External Applicants %		100	22.12	74.34	1.77	1.77	0.00	0.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.88	0.00	0.00
Referred Applicants #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #		113	25	84	2	2	0	1	0	0	0	0	0	0	0	1	0	0
Interviewed Applicants %		100	22.12	74.34	1.77	1.77	0.00	0.88	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.88	0.00	0.00
External Selections #		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %		100	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

[illegible]

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate)

Upward Mobility To Management Positions		Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
501 Goal %					12.00	2.00												
Total Management #		1276	1117	33	126	39	0	2	18	2	3	1	3	0	0	9	0	1
Total Management %		100	87.54	2.59	9.87	3.06	0.00	0.16	1.41	0.16	0.24	0.08	0.24	0.00	0.00	0.71	0.00	0.08
Executives #		97	82	3	12	4	0	0	1	1	0	1	1	0	0	0	0	0
Executives %		100	84.54	3.09	12.37	4.12	0.00	0.00	1.03	1.03	0.00	1.03	1.03	0.00	0.00	0.00	0.00	0.00
Other Senior Pay #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
SES #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																		
Vacancy Announcements #		0																
Relevant Applicant Pool %		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %		100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																		
Vacancy Announcements #		0																

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

[illegible]

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

Upward Mobility To Management Positions	Total	No Disability	Not Identified	Disability	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury	Deaf or Serious Difficulty Hearing	Blind or Serious Difficulty Seeing	Missing Extremities [31]	Significant Mobility Impairment	Partial or Complete Paralysis	Epilepsy or Other Seizure Disorders	Intellectual Disability	Significant Psychiatric Disorder	Dwarfism [92]	Significant Disfigurement [93]
		[05]	[01]	[02-03, 06-99]			[03]	[19]	[20]		[40]	[60]	[82]	[90]	[91]		
Internal Applications #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Applications %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified Internal Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Internal Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internal Selections #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Internal Selections %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NEW HIRES																	

USDA Food Safety and Inspection Service

For period covering October 1, 2020 to September 30, 2021.

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Upward Mobility To Management Positions	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
Vacancy Announcements #	0																
Voluntarily Identified Applicants #	207	24	166	17	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntarily Identified Applicants %	100	11.59	80.19	8.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Qualified External Applicants #	95	10	77	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified External Applicants %	100	10.53	81.05	8.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Referred Applicants #	83	8	67	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applicants %	100	9.64	80.72	9.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interviewed Applicants #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Interviewed Applicants %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
External Selections #	5	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Selections %	100	20.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CAREER DEVELOPMENT PROGRAM																	
Slots for Career Development Program #	0																
Eligible for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eligible for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Applicants for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicants for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selections for Career Development Program #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selections for Career Development Program %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Supervisors #	834	740	13	81	27	0	2	15	0	2	0	1	0	0	6	0	1
Supervisors %	100	88.73	1.56	9.71	3.24	0.00	0.24	1.80	0.00	0.24	0.00	0.12	0.00	0.00	0.72	0.00	0.12
GS-13 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-13 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14 #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
INTERNAL COMPETITIVE PROMOTIONS																	
Vacancy Announcements #	0																
Relevant Applicant Pool %	0	0	0	0	0	0	0	0	0	0	0	0.02	0	0	0	0	0

For period covering October 1, 2020 to September 30, 2021.

For period covering October 1, 2020 to September 30, 2021.

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Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate)

Awards	Total	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TIME OFF AWARDS																	
Time-Off Awards 1 - 10 hours: Awards Given #	452	378	21	53	17	0	0	8	2	0	0	1	0	1	5	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	100	83.63	4.65	11.73	3.76	0.00	0.00	1.77	0.44	0.00	0.00	0.22	0.00	0.22	1.11	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	3434	2875	156	403	126	0	0	54	16	0	0	8	0	8	40	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	7.6	7.61	7.43	7.6	7.41	0	0	6.75	8	0	0	8	0	8	8	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	221	188	5	28	8	0	0	3	2	1	0	1	0	0	0	0	1
Time-Off Awards 11 - 20 hours: Awards Given %	100	85.07	2.26	12.67	3.62	0.00	0.00	1.36	0.90	0.45	0.00	0.45	0.00	0.00	0.00	0.00	0.45
Time-Off Awards 11 - 20 Hours: Total Hours #	3734	3166	96	472	148	0	0	52	40	20	0	20	0	0	0	0	16
Time-Off Awards 11 - 20 Hours: Average Hours #	16.9	16.84	19.2	16.86	18.5	0	0	17.33	20	20	0	20	0	0	0	0	16
Time-Off Awards 21 - 30 hours: Awards Given #	32	27	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	100	84.38	9.38	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	775	649	78	48	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24.22	24.04	26	24	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	6	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	100	50.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	224	112	72	40	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	37.33	37.33	36	40	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																	
Cash Awards \$500 and Under: Awards Given #	9308	8055	462	791	253	0	5	94	60	1	4	17	7	4	52	0	9
Cash Awards \$500 and Under: Awards Given %	100	86.54	4.96	8.50	2.72	0.00	0.05	1.01	0.64	0.01	0.04	0.18	0.08	0.04	0.56	0.00	0.10
Cash Awards \$500 and Under: Total Amount \$	3513002	3037440	173595	301967	96440	0	1709	36042	22622	382	1571	5799	2397	1900	2759	0	3259
Cash Awards \$500 and Under: Average Amount \$	377.42	377.09	375.75	381.75	381.19	0	342	383.43	377.03	382	393	341.12	342.43	475	53.06	0	362
Cash Awards: \$501 - \$999: Awards Given #	6738	5910	243	585	180	0	9	71	25	6	3	15	10	2	33	0	6
Cash Awards: \$501 - \$999: Awards Given %	100	87.71	3.61	8.68	2.67	0.00	0.13	1.05	0.37	0.09	0.04	0.22	0.15	0.03	0.49	0.00	0.09
Cash Awards: \$501 - \$999: Total Amount \$	4897112	4294691	176070	426351	131640	0	6625	52109	18274	4472	1607	10571	7138	1423	24828	0	4593
Cash Awards: \$501 - \$999: Average Amount \$	726.79	726.68	724.57	728.81	731.33	0	736	733.93	730.96	745.33	536	704.73	713.8	711.5	752.36	0	766
Cash Awards: \$1000 - \$1999: Awards Given #	4486	3860	183	443	145	0	2	55	23	8	6	8	2	1	38	0	2
Cash Awards: \$1000 - \$1999: Awards Given %	100	86.05	4.08	9.88	3.23	0.00	0.04	1.23	0.51	0.18	0.13	0.18	0.04	0.02	0.85	0.00	0.04
Cash Awards: \$1000 - \$1999: Total Amount \$	6720074	5804988	263799	651287	212443	0	2634	82834	33242	10002	10413	12035	3024	1050	54128	0	3081
Cash Awards: \$1000 - \$1999: Average Amount \$	1498.01	1503.88	1441.52	1470.17	1465.12	0	1317	1506.07	1445.3	1250.25	1736	1504.38	1512	1050	1424.42	0	1541
Cash Awards: \$2000 - \$2999: Awards Given #	4418	3874	196	348	116	0	2	43	25	2	0	10	4	0	27	0	3
Cash Awards: \$2000 - \$2999: Awards Given %	100	87.69	4.44	7.88	2.63	0.00	0.05	0.97	0.57	0.05	0.00	0.23	0.09	0.00	0.61	0.00	0.07

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Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate)

Awards	Total	Persons Without Disability	No Disability [05]	Not Identified [01]	Disability [02-03, 06-99]	Targeted Disability	Developmental Disability [02]	Traumatic Brain Injury [03]	Deaf or Serious Difficulty Hearing [19]	Blind or Serious Difficulty Seeing [20]	Missing Extremities [31]	Significant Mobility Impairment [40]	Partial or Complete Paralysis [60]	Epilepsy or Other Seizure Disorders [82]	Intellectual Disability [90]	Significant Psychiatric Disorder [91]	Dwarfism [92]	Significant Disfigurement [93]
TIME OFF AWARDS																		
Time-Off Awards 1 - 10 hours: Awards Given #	452	399	378	21	53	17	0	0	8	2	0	0	1	0	1	5	0	0
Time-Off Awards 1 - 10 hours: Awards Given %	5.08	4.91	4.98	3.85	6.92	7.05	0.00	0.00	8.51	4.55	0.00	0.00	6.25	0.00	33.33	9.62	0.00	0.00
Time-Off Awards 1 - 10 Hours: Total Hours #	3434	3031	2875	156	403	126	0	0	54	16	0	0	8	0	8	40	0	0
Time-Off Awards 1 - 10 Hours: Average Hours #	7.6	0	7.61	7.43	7.6	7.41	0	0	6.75	8	0	0	8	0	8	8	0	0
Time-Off Awards 11 - 20 hours: Awards Given #	221	193	188	5	28	8	0	0	3	2	1	0	1	0	0	0	0	1
Time-Off Awards 11 - 20 hours: Awards Given %	2.48	2.37	2.48	0.92	3.66	3.32	0.00	0.00	3.19	4.55	14.29	0.00	6.25	0.00	0.00	0.00	0.00	16.67
Time-Off Awards 11 - 20 Hours: Total Hours #	3734	3262	3166	96	472	148	0	0	52	40	20	0	20	0	0	0	0	16
Time-Off Awards 11 - 20 Hours: Average Hours #	16.9	0	16.84	19.2	16.86	18.5	0	0	17.33	20	20	0	20	0	0	0	0	16
Time-Off Awards 21 - 30 hours: Awards Given #	32	30	27	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 hours: Awards Given %	0.36	0.37	0.36	0.55	0.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours #	775	727	649	78	48	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 21 - 30 Hours: Average Hours #	24.22	0	24.04	26	24	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given #	6	5	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 hours: Awards Given %	0.07	0.06	0.04	0.37	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours #	224	184	112	72	40	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 31 - 40 Hours: Average Hours #	37.33	-2	37.33	36	40	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Awards Given %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Time-Off Awards 41 or more Hours: Average Hours #	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CASH AWARDS																		
Cash Awards \$500 and Under: Awards Given #	9308	8517	8055	462	791	253	0	5	94	60	1	4	17	7	4	52	0	9
Cash Awards \$500 and Under: Awards Given %	104.61	104.73	106.18	84.62	103.26	104.98	0.00	83.33	100.00	136.36	14.29	100.00	106.25	77.78	133.33	100.00	0.00	150.00
Cash Awards \$500 and Under: Total Amount \$	3513002	3211035	3037440	173595	301967	96440	0	1709	36042	22622	382	1571	5799	2397	1900	2759	0	3259
Cash Awards \$500 and Under: Average Amount \$	377.42	-4	377.09	375.75	381.75	381.19	0	342	383.43	377.03	382	393	341.12	342.43	475	53.06	0	362
Cash Awards: \$501 - \$999: Awards Given #	6738	6153	5910	243	585	180	0	9	71	25	6	3	15	10	2	33	0	6
Cash Awards: \$501 - \$999: Awards Given %	75.72	75.66	77.91	44.51	76.37	74.69	0.00	150.00	75.53	56.82	85.71	75.00	93.75	111.11	66.67	63.46	0.00	100.00
Cash Awards: \$501 - \$999: Total Amount \$	4897112	4470761	4294691	176070	426351	131640	0	6625	52109	18274	4472	1607	10571	7138	1423	24828	0	4593
Cash Awards: \$501 - \$999: Average Amount \$	726.79	-2	726.68	724.57	728.81	731.33	0	736	733.93	730.96	745.33	536	704.73	713.8	711.5	752.36	0	766
Cash Awards: \$1000 - \$1999: Awards Given #	4486	4043	3860	183	443	145	0	2	55	23	8	6	8	2	1	38	0	2
Cash Awards: \$1000 - \$1999: Awards Given %	50.42	49.72	50.88	33.52	57.83	60.17	0.00	33.33	58.51	52.27	114.29	150.00	50.00	22.22	33.33	73.08	0.00	33.33
Cash Awards: \$1000 - \$1999: Total Amount \$	6720074	6068787	5804988	263799	651287	212443	0	2634	82834	33242	10002	10413	12035	3024	1050	54128	0	3081
Cash Awards: \$1000 - \$1999: Average Amount \$	1498.01	27	1503.88	1441.52	1470.17	1465.12	0	1317	1506.07	1445.3	1250.25	1736	1504.38	1512	1050	1424.42	0	1541
Cash Awards: \$2000 - \$2999: Awards Given #	4418	4070	3874	196	348	116	0	2	43	25	2	0	10	4	0	27	0	3
Cash Awards: \$2000 - \$2999: Awards Given %	49.65	50.05	51.07	35.90	45.43	48.13	0.00	33.33	45.74	56.82	28.57	0.00	62.50	44.44	0.00	51.92	0.00	50.00

