



**United States Department of Agriculture**  
Food Safety and Inspection Service

## **Fiscal Year 2019 Management Directive 715**



**Food Safety and Inspection Service**

Protecting Public Health and Preventing Foodborne Illness



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**MD-715  
Parts A Through D**

**Part A - Department or Agency Identifying Information**

| Agency                         | Second Level Component             | Address   | City       | State | Zip Code (xxxxx) | Agency Code (xxxx) | FIPS Code (xxxx) |
|--------------------------------|------------------------------------|---|------------|-------|------------------|--------------------|------------------|
| U.S. Department of Agriculture | Food Safety and Inspection Service | 1400 Independence Avenue, SW<br>Jamie L. Whitten Building, Room 331-E | Washington | D.C.  | 20250            | AG37               |                  |

**Part B - Total Employment**

| Total Employment    | Permanent Workforce | Temporary Workforce | Total Workforce |
|---------------------|---------------------|---------------------|-----------------|
| Number of Employees | 8836                | 216                 | 9052            |

**Part C.1 - Head of Agency and Head of Agency Designee**

| Agency Leadership       | Name              | Title                    |
|-------------------------|-------------------|--------------------------|
| Head of Agency          | Sonny Perdue      | Secretary of Agriculture |
| Head of Agency Designee | Carmen Rottenberg | Administrator            |

**Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)**

| EEO Program Staff                      | Name            | Title    | Occupational Series (xxxx) | Pay Plan and Grade (xx-xx) | Phone Number (xxx-xxx-xxxx) | Email Address  |
|--|-----------------|----------|----------------------------|----------------------------|-----------------------------|--|
| Principal EEO Director/Official        | Angela E. Kelly | Director | 0260                       | GS-15                      | (301) 504-7755              | <a href="mailto:Angela.Kelly@usda.gov">Angela.Kelly@usda.gov</a> |
| Affirmative Employment Program Manager | Angela E. Kelly | Director | 0260                       | GS-15                      | (301) 504-7755              | <a href="mailto:Angela.Kelly@usda.gov">Angela.Kelly@usda.gov</a> |

| <b>EEO Program Staff</b>  | <b>Name</b>       | <b>Title</b>                 | <b>Occupational Series (xxxx)</b> | <b>Pay Plan and Grade (xx-xx)</b> | <b>Phone Number (xxx-xxx-xxxx)</b> | <b>Email Address</b>   |
|---|-------------------|------------------------------|-----------------------------------|-----------------------------------|------------------------------------|--|
| Complaint Processing Program Manager                                  | Angela E. Kelly   | Director                     | 0260                              | GS-15                             | (301) 504-7755                     | <a href="mailto:Angela.Kelly@usda.gov">Angela.Kelly@usda.gov</a>       |
| Diversity & Inclusion Officer   | Angela E. Kelly   | Director                     | 0260                              | GS-15                             | (301) 504-7755                     | <a href="mailto:Angela.Kelly@usda.gov">Angela.Kelly@usda.gov</a>       |
| Hispanic Program Manager  | Mayra Melendez    | Financial Program Specialist | 0501                              | GS-09                             | 515-331-6127                       | <a href="mailto:HispanicSEPM@usda.gov">HispanicSEPM@usda.gov</a>       |
| Women's Program Manager   | Tisha Lighty-Cain | Consumer Safety Inspector    | 1862                              | GS-09                             | (267) 226-4539                     | <a href="mailto:WomenSEP@usda.gov">WomenSEP@usda.gov</a>               |
| Disability Program Manager  | Robinson Rodgers  | DVM-SPHV                     | 0701                              | GS-12                             | (570) 746-1974                     | <a href="mailto:NDEAMSEPM@usda.gov">NDEAMSEPM@usda.gov</a>             |
| Special Placement Program Coordinator (Individuals with Disabilities) | Corinne Calhoun   | Assistant Director           | 0201                              | GS-15                             | (202) 720-4627                     | <a href="mailto:Corinne.Calhoun@usda.gov">Corinne.Calhoun@usda.gov</a> |
| Reasonable Accommodation (RA) Program Manager                         | Corinne Calhoun   | Assistant Director           | 0201                              | GS-15                             | (202) 720-4627                     | <a href="mailto:Corinne.Calhoun@usda.gov">Corinne.Calhoun@usda.gov</a> |
| Anti-Harassment Program Manager                                       | Corinne Calhoun   | Assistant Director           | 0201                              | GS-15                             | (202) 720-4627                     | <a href="mailto:Corinne.Calhoun@usda.gov">Corinne.Calhoun@usda.gov</a> |
| ADR Program Manager   | Angela E. Kelly   | Director                     | 0260                              | GS-15                             | (301) 504-7755                     | <a href="mailto:Angela.Kelly@usda.gov">Angela.Kelly@usda.gov</a>       |

| EEO Program Staff                                    | Name          | Title          | Occupational Series (xxxx) | Pay Plan and Grade (xx-xx) | Phone Number (xxx-xxx-xxxx) | Email Address  |
|--|---------------|----------------|----------------------------|----------------------------|-----------------------------|--|
| Principal Management Directive 715 (MD-715) Preparer | Dawn M. Evans | EEO Specialist | 0260                       | GS-13                      | (301) 344-0740              | <a href="mailto:Dawn.Evans@usda.gov">Dawn.Evans@usda.gov</a> |

### Part D.1 – List of Subordinate Components Covered in this Report

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

If the agency does not have any subordinate components, please check the box.

| Subordinate Component | City | State | Country (Optional) | Agency Code (xxxx) | FIPS Codes (xxxxx) |
|-----------------------|------|-------|--------------------|--------------------|--------------------|
| N/A                   |      |       |                    |                    |                    |

### Part D.2 – Mandatory and Optional Documents for this Report

In the table below, the agency must submit these documents with its MD-715 report.

| Did the agency submit the following mandatory documents? | Please respond Yes or No | Comments  |
|--|--------------------------|---|
| Organizational Chart                                     | Yes                      |   |
| EEO Policy Statement                                     | Yes                      |   |
| Strategic Plan   | Yes                      |   |
| Anti-Harassment Policy and Procedures                    | Yes                      |   |
| RA Procedures (Draft)                                    | Yes                      | Draft was submitted to Equal Employment Opportunity Commission (EEOC) on January 30, 2019. The Agency is awaiting feedback. |

| <b>Did the agency submit the following mandatory documents?</b> | <b>Please respond Yes or No</b> | <b>Comments</b>   |
|---|---------------------------------|---|
| Personal Assistance Services Procedures (Draft)                 | Yes                             | Draft was submitted to EEOC on January 30, 2019. The Agency is awaiting feedback. |
| Alternative Dispute Resolution (ADR) Procedures                 | Yes                             |   |

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

| <b>Did the agency submit the following optional documents?</b>  | <b>Please respond Yes or No</b> | <b>Comments</b> |
|---|---------------------------------|-----------------|
| Federal Equal Opportunity Recruitment Program (FEORP) Report  | No                              |                 |
| Disabled Veterans Affirmative Action Program (DVAAP) Report   | No                              |                 |
| Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548 | No                              |                 |
| Diversity and Inclusion Plan under Executive Order 13583  | Yes                             |                 |
| Diversity Policy Statement (EEO Policy Statement)   | Yes                             |                 |
| Human Capital Strategic Plan  | No                              |                 |
| EEO Strategic Plan  | No                              |                 |
| Results from most recent Federal Employee Viewpoint Survey (FEVS) or Annual Employee Survey             | Yes                             |                 |

## Part E – Executive Summary

### Part E.1 - Executive Summary: Mission

The Food Safety and Inspection Service (FSIS) is the public health Agency in United States Department of Agriculture (USDA) whose mission is to protect the public's health by ensuring the safety of the Nation's commercial supply of meat, poultry, and processed 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 a total of 9,052 employees throughout its headquarters in Washington, D.C., ten District offices, and three laboratories throughout the 50 states and its territories. 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 ten Program Areas and four subordinate offices that are directly aligned under the Office of the Administrator (OA):

- The OA has overall responsibility for leading the Agency in the mission of protecting public health through food safety and food defense.

#### **Subordinate components directly aligned under OA:**

- Civil Rights Staff (CRS): Provides advice, guidance, and assistance on the implementation, management, and compliance with the Agency's Equal Employment Opportunity (EEO) and Civil Rights programs.
- Internal Affairs (IA): Conducts employee misconduct and other investigations to detect and deter fraud, waste, abuse, or mismanagement.
- Significant Incident Preparedness and Response Staff (SIPRS): Responsible for integrating activities related to food defense assessment, emergency coordination, and continuity of operations.
- Office of International Coordination (OIC): Responsible for coordination of all international matters including audits, equivalence, import and export coordination, and inspections.

#### **Program Areas in FSIS:**

- Office of the Chief Financial Officer (OCFO): Responsible for budget and financial management and leading the development of policies and financial reporting systems to support FSIS' public health objectives.
- Office of the Chief Information Officer (OCIO): Responsible for supporting food safety, public health, and food security requirements through development and implementation of information systems.

- Office of Employee Experience and Development (OEED): Responsible for directing outreach, education, and training programs designed to ensure public health and food safety through both inspection and enforcement.

Office of Field Operations (OFO): Provides inspection and enforcement in more than 6,000 establishments throughout the United States and territories, to ensure domestic and imported meat, poultry, catfish, and processed egg products are safe, wholesome and properly labeled.

- Office of Investigation, Enforcement and Audit (OIEA): Responsible for assessing program functions and operations, providing surveillance and investigation of regulated and in-commerce meat, poultry and processed egg products facilities and enforcing criminal, civil, and administrative sanctions; and providing legal defense before third parties concerning complaints of discrimination, appeals of adverse actions, and unfair labor practice charges.
- Office of Management (OM): Provides a full range of administrative and personnel support services.
- Office of Public Affairs and Consumer Education (OPACE): Responsible for conducting public programs to inform, educate, and work with a variety of different audiences.
- Office of Planning, Analysis and Risk Management (OPARM): Coordinates all emergency response, food defense, and data analysis activities.
- Office of Public Health Science (OPHS): Provides scientific analysis, advice, data, and recommendations regarding matters involving public health and science that are of concern to FSIS.
- Office of Policy and Program Development (OPPD): Develops and makes recommendations concerning all Agency domestic and international policy.

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

### **Essential Element A: Demonstrated Commitment from Agency Leadership**

In accordance with MD-715 guidance, all federal managers, supervisors, human resource specialists, and EEO officials are held accountable for the effective implementation of a "Model EEO Program." The lead responsibility for day-to-day implementation of the EEO program within the Agency lies with the Agency's Civil Rights Director.

### **Essential Element B: Integration of Equal Employment Opportunity into the Agency Mission**

As the leader of FSIS' EEO programs, the Civil Rights Director reports directly to the Agency Head, which is clearly defined on the FSIS organizational chart. On a weekly basis, the Civil Rights Director meets individually with the Agency Head and the Agency's senior leadership body to provide updates regarding the Agency's EEO and Civil Rights programs. On an annual basis, the Civil Rights Director also briefs Agency leadership on the "State of the Agency," to include various information on the Six Essential Elements of a Model EEO program and the Agency's overall workforce, with respect to underrepresentation.

### **Essential Element C: Management and Program Accountability**

Agency policies and practices are monitored through Title VII compliance reviews of internal programs. Work units are reviewed on a rotational basis or when a need is identified. In FY 2019, the Agency conducted reviews of five work units: OA, OM, and OFO Districts Chicago, IL, Dallas, TX, and Des Moines, IA. The reviews included (1) a workforce analysis as compared to the 2010 U.S. Civilian Labor Force (CLF) benchmarks; (2) an assessment of internal procedures and practices and EEO complaint activity for a three-year period; (3) a climate assessment survey; and (4) a facility assessment to determine if the work unit site was accessible to Persons with Disabilities (PWD) and displayed appropriate EEO posters and materials. Upon completion of the reviews, findings and recommendations are issued; and the CRS ensures compliance with the recommendations.

The CRS also provides bi-annual workforce and complaint reports and meets annually with Agency leadership to discuss MD-715 requirements regarding their respective work units and to identify potential areas of under-representation and complaint activity.

### **Essential Element D: Proactive Prevention of Unlawful Discrimination**

The Agency has developed and maintains an effective barrier analysis process, which assists in identifying underrepresentation within protected groups. On an annual basis, the CRS reviews Agency-wide employment and applicant demographic data to identify triggers. The Agency investigates triggers to identify potential barriers for protected groups as it relates to the various employment policies and actions. Once barriers are identified, the Agency develops an affirmative action plan to address them. In FY 2019, the Agency identified barriers impacting various race/sex groups and PWD and developed a comprehensive affirmative action plan that was implemented throughout the year. The plan included recruitment, retention, and career development strategies for the underrepresented race/sex categories and PWD. The CRS tracked the progress of the action items on a quarterly basis, and at year-end, 100% of all action items were being implemented. In addition, the affirmative

action plan to include the barrier analysis is annually briefed to the Agency Head and Agency leadership and posted on the Agency's CRS webpage.

#### **Essential Element E: Efficiency**

The Agency maintains adequately trained EEO and ADR staff to administer and evaluate all aspects of its EEO program. Journeyman-level specialists are responsible for processing complaints of employment discrimination and ensure compliance with regulatory timeframes. The CRS oversees all steps of the informal EEO complaint process and assists USDA's Office of the Assistant Secretary for Civil Rights (OASCR) in processing formal EEO complaints. The formal process, from acknowledgment of receipt of the formal complaint to the issuance of Final Agency Decision (FAD), is managed by OASCR. However, FSIS assists with document requests for EEO investigations, submitting complaint files into the Federal Sector EEO Portal (FedSEP), and overall case monitoring to ensure complaints progress during the formal process. The CRS periodically consults with other agencies of similar size to identify and implement best practices relating to the processing of EEO complaints.

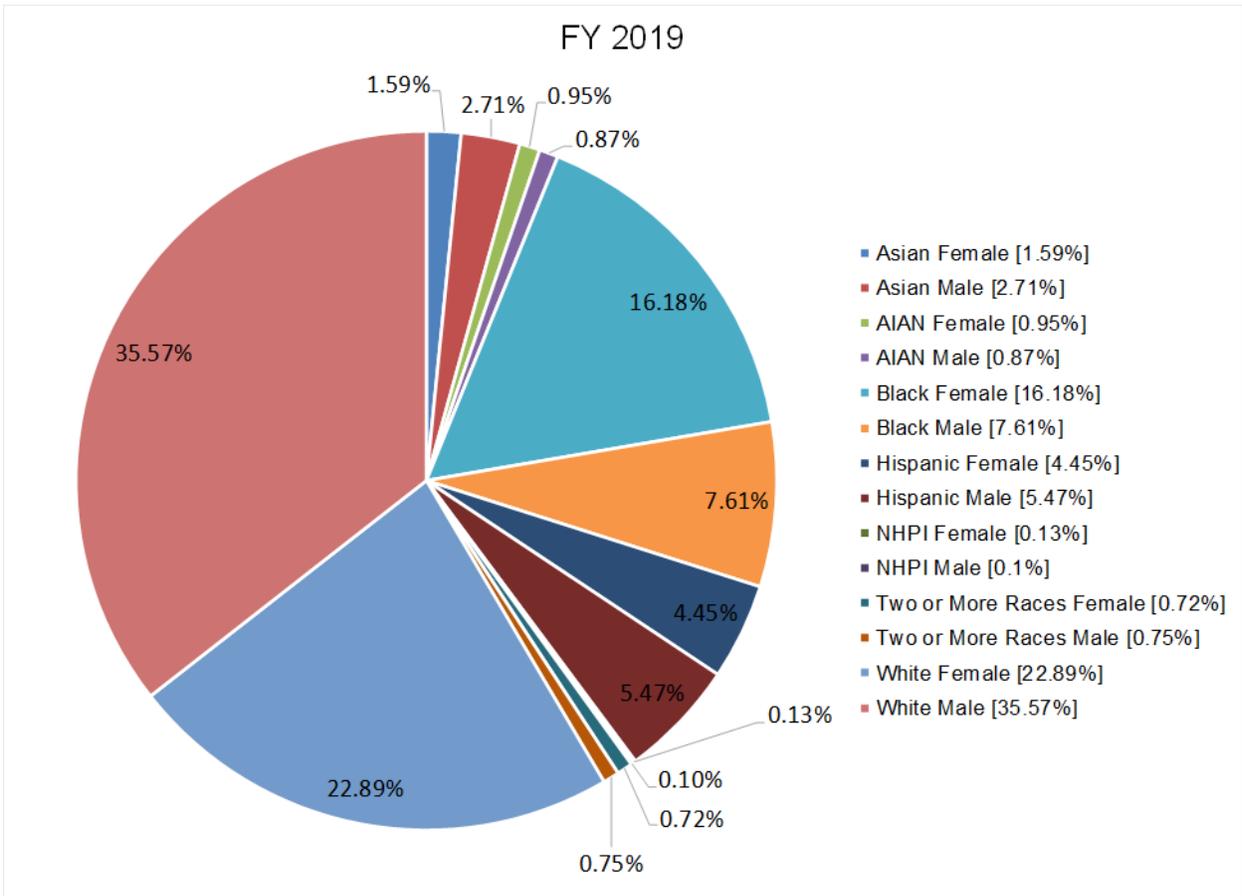
#### **Essential Element F: Responsiveness and Legal Compliance**

The Agency timely reported annual accomplishments and EEO compliance to the EEOC through submission of the No FEAR Act report, the MD-715, the EEOC Form 462 report, and other reports as appropriate. Regarding legal compliance with EEO complaint processing, Agency EEO specialists who are responsible for processing EEO complaints are held accountable for ensuring responsiveness and legal compliance with EEOC requirements through their "Mission Results" (Critical) performance element.

## Part E.3 - Executive Summary: Workforce Analyses

During FY 2019, the FSIS' workforce totaled 9,052, a decrease of 56 employees in comparison to the onboard representation of 9,108 employees during FY 2018. Of the race/ethnicity groups, Two or More Races males experienced the greatest growth rate during FY 2019 with a difference of 62, followed by Two or More Races females with an increase of 51 employees from the previous fiscal year. White males experienced the greatest reduction in FY 2019 with a decline of 83. White females experienced a reduction of 34 and Black females experienced a loss of 33 during FY 2019.

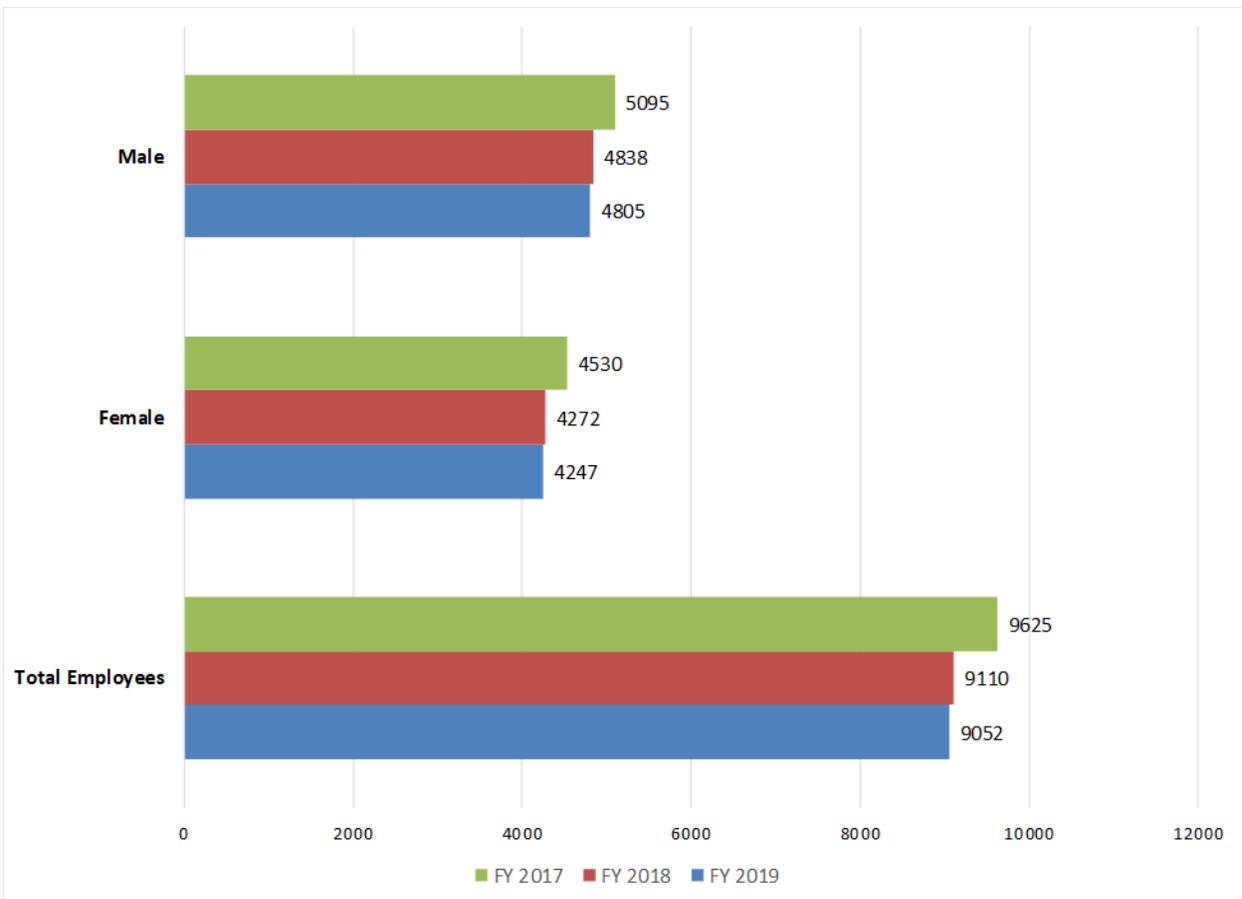
**Figure 1: FSIS Total Workforce by Race/Ethnicity and Gender (Permanent and Temporary)**



### FY 2017 - FY2019 Trend Analysis

A three-year trend analysis of FY 2017 to FY 2019 shows that the number of FSIS employees decreased by approximately 5.95%, from 9,625 to 9,052. The representation of females decreased by approximately 6.24% during the three-year period; however, their participation rate remained steady, 47.06% in FY 2017 compared to 46.92% in FY 2019. The representation of males decreased by approximately 5.69% during the same period but their participation was also stable, 52.94% in FY 2017 and 53.08% in FY 2019. As illustrated in Figure 2, the number of all employees has steadily decreased over the three-year period. Despite the decrease of male employees, males as a group were represented above the Civilian Labor Force (CLF) from FY 2017 to FY 2019.<sup>1</sup>

**Figure 2: FSIS Workforce, FY 2017-FY 2019**



<sup>1</sup> Male representation was: FY 2017, 53.11%; FY 2018, 53.11%; and FY 2019, 53.08%. Their CLF was 51.86% over this period.

Further analysis of the various race/sex categories revealed underrepresentation of females (overall) and Asian, Hispanic and White females from FY 2017 to FY 2019. Over this period their respective participation rates were consistently below the CLF<sup>2</sup>. White males were also represented below the CLF over this time. When using a ten percent variance from the CLF only White females were steadily below the CLF representation. In figure 3, a 10% variance from the pertinent CLF is used and those representations falling outside the range are highlighted.<sup>3</sup>

**Figure 3: FSIS Workforce Below the CLF, FY 2017 - FY 2019**

| FY   | Female | Asian Female | Hispanic Female | White Female | White Male |
|------|--------|--------------|-----------------|--------------|------------|
|      | CLF    | CLF          | CLF             | CLF          | CLF        |
| 2017 | 47.06% | 1.55%        | 4.12%           | 23.47%       | 36.54%     |
| 2018 | 46.89% | 1.56%        | 4.12%           | 23.13%       | 36.26%     |
| 2019 | 46.92% | 1.59%        | 4.45%           | 22.89%       | 35.57%     |
|      | 48.14% | 1.93%        | 4.79%           | 34.03%       | 38.33%     |

Conversely, the representation of the following groups from FY 2017 to FY 2019 equaled or surpassed the CLF: American Indian or Alaska Native (AIAN) males and females; Asian males; Black females and males; Hispanic males; Native Hawaiian or Other Pacific Islander (NHPI) females and males; and Two or More Races (TMR) females and males.

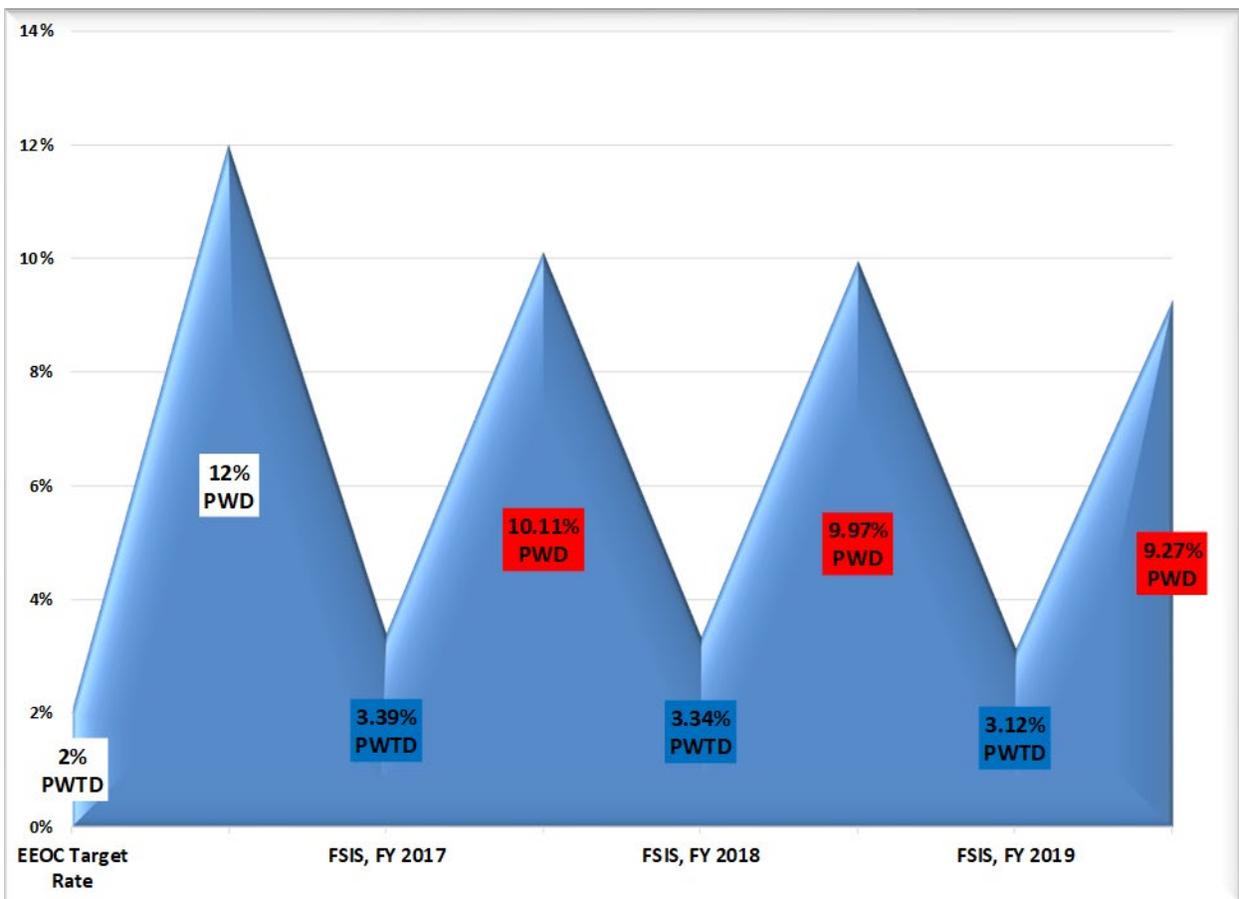
The representation on the FSIS workforce of Persons with Targeted Disabilities (PWTD) decreased slightly from FY 2017 to FY 2019, from 3.39% in FY 2017 to 3.12% in FY 2019. However, during the three fiscal years, it was above the EEOC target participation rate of 2%.

<sup>2</sup> The most current CLF data is from the 2010 Census.

<sup>3</sup> A ten percent variance is obtained by multiplying the pertinent CLF by ten percent and subtracting and adding the result from the CLF to obtain a range for the workforce representation of the respective RNO group.

(See Figure 4). In FY 2017 FSIS hired seven PWTd for permanent positions. In each FY 2018 and FY 2019, four 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 were below the EEOC target participation rate of 12%.

**Figure 4:** FSIS PWTd and PWD Workforce Representation, FY 2017-FY 2019



When focusing on FSIS' four major occupations (Consumer Safety Officer (0696); Veterinary Medical Science (0701); Consumer Safety Inspection (1862); and Food Inspection (1863), analysis indicated the following:

- From FY 2017 to FY 2019, the representation of males as a group in Consumer Safety decreased from 53.31% to 51.82% (below the Relevant CLF (RCLF) of 57.00%); in Veterinary Medical Science, the representation of males decreased from 56.66% to 54.90% (above the RCLF of 48.60%); in Consumer Safety Inspection, male representation decreased from 62.37% to 59.79% (above the RCLF of 52.30%); and in Food Inspection, male representation increased from 45.42% to 47.49% (below the RCLF of 56.30%);
- Over the same period, female representation increased in Consumer Safety, 46.69% to 48.18% (above the RCLF of 43.00%); in Veterinary Medical Science, 43.34% to 45.91%

(below the RCLF of 51.40%); and in Consumer Safety Inspection, 37.63% to 40.21% (below the RCLF of 47.70%); however, in Food Inspection, female representation decreased from 54.58% to 52.61% (above the RCLF of 43.60%);

- Black females were represented above the RCLF in all major occupations over this period with increased representation in Consumer Safety Inspection, Veterinary Medical Science, and Food Inspection from FY 2017 to FY 2019;
- Black males were consistently represented above the RCLF in all major occupations;
- White males experienced a decrease in all four major occupations from FY 2017 to FY 2019 and they were below the RCLF in Veterinary Medical Science and Food Inspection during all three years; and
- White female representation over this period increased every year in Veterinary Medical Science. However, when compared to the RCLF White females were underrepresented in all four major occupations from FY 2017 to FY 2019.

Figure 5 provides the participation rates from FY 2017 to FY 2019 for all race/sex categories for each of the major occupations. A ten percent (10%) variance from the pertinent CLF is used and the groups that are underrepresented are highlighted in red while those that are overrepresented are highlighted in blue.

**Figure 5: FSIS Workforce Representation Compared to the RCLF, FY 2017 to FY 2019**

| FY 2017                                  |              |            |              |            |                 |               |              |            |
|--|--------------|------------|--------------|------------|-----------------|---------------|--------------|------------|
|  | Asian Female | Asian Male | Black Female | Black Male | Hispanic Female | Hispanic Male | White Female | White Male |
| <b>Consumer Safety (0696)</b>            | 2.94%        | 1.47%      | 8.82%        | 6.25%      | 4.78%           | 2.57%         | 29.04%       | 43.01%     |
| RCLF                                     | 1.50%        | 2.00%      | 4.40%        | 5.60%      | 3.30%           | 5.40%         | 32.90%       | 42.30%     |
| <b>Veterinary Medical Science (0701)</b> | 1.02%        | 5.43%      | 9.02%        | 5.23%      | 1.13%           | 2.36%         | 31.45%       | 42.73%     |
| RCLF                                     | 1.20%        | 1.30%      | 1.20%        | 0.40%      | 1.30%           | 1.60%         | 46.60%       | 44.70%     |
| <b>Consumer Safety Inspection (1862)</b> | 1.02%        | 2.29%      | 11.72%       | 7.39%      | 3.18%           | 6.04%         | 20.76%       | 45.28%     |
| RCLF                                     | 2.40%        | 2.80%      | 6.80%        | 4.00%      | 4.90%           | 5.00%         | 32.50%       | 39.30%     |
| <b>Food Inspection (1863)</b>            | 1.13%        | 1.66%      | 23.36%       | 8.55%      | 7.05%           | 6.72%         | 21.43%       | 27.29%     |
| RCLF                                     | 2.60%        | 2.20%      | 8.40%        | 6.70%      | 7.40%           | 8.20%         | 23.80%       | 38.40%     |

| FY 2018                           |       |       |        |       |       |       |        |        |
|-----------------------------------|-------|-------|--------|-------|-------|-------|--------|--------|
| <b>Consumer Safety</b>            | 3.20% | 1.60% | 8.00%  | 6.40% | 4.80% | 2.80% | 32.40% | 39.60% |
| RCLF                              | 1.50% | 2.00% | 4.40%  | 5.60% | 3.30% | 5.40% | 32.90% | 42.30% |
| <b>Veterinary Medical Science</b> | 0.94% | 4.91% | 9.40%  | 5.54% | 1.46% | 2.61% | 31.87% | 41.80% |
| RCLF                              | 1.20% | 1.30% | 1.20%  | 0.40% | 1.30% | 1.60% | 46.60% | 44.70% |
| <b>Consumer Safety Inspection</b> | 1.22% | 2.24% | 12.84% | 7.64% | 3.26% | 6.34% | 20.68% | 43.32% |
| RCLF                              | 2.40% | 2.80% | 6.80%  | 4.00% | 4.90% | 5.00% | 32.50% | 39.30% |
| <b>Food Inspection</b>            | 0.97% | 1.93% | 24.01% | 8.75% | 7.86% | 7.06% | 19.60% | 27.00% |
| RCLF                              | 2.60% | 2.20% | 8.40%  | 6.70% | 7.40% | 8.20% | 23.80% | 38.40% |
| FY 2019                           |       |       |        |       |       |       |        |        |
| <b>Consumer Safety</b>            | 2.83% | 1.62% | 9.31%  | 6.07% | 4.05% | 3.24% | 30.77% | 40.89% |
| RCLF                              | 1.50% | 2.00% | 4.40%  | 5.60% | 3.30% | 5.40% | 32.90% | 42.30% |
| <b>Veterinary Medical Science</b> | 0.75% | 4.73% | 9.25%  | 5.70% | 1.83% | 2.69% | 33.23% | 40.54% |
| RCLF                              | 1.20% | 1.30% | 1.20%  | 0.40% | 1.60% | 1.60% | 46.60% | 44.70% |
| <b>Consumer Safety Inspection</b> | 1.10% | 2.34% | 13.65% | 7.87% | 3.92% | 6.31% | 20.33% | 41.92% |
| RCLF                              | 2.40% | 2.80% | 6.80%  | 4.00% | 4.90% | 5.00% | 32.50% | 39.30% |
| <b>Food Inspection</b>            | 1.31% | 2.09% | 22.30% | 8.80% | 8.45% | 8.93% | 19.16% | 26.26% |
| RCLF                              | 2.60% | 2.20% | 8.40%  | 6.70% | 7.40% | 8.20% | 23.80% | 38.40% |

## Part E.4 - Executive Summary: Accomplishments

The Agency continues to enforce and publicize the Secretary of Agriculture's policies on civil rights and anti-harassment issued in 2018 on behalf of all USDA Agency Heads. The policies are available on the CRS' webpage and through an all-employee newsletter. Managers and supervisors are instructed to prominently post the policy statements at worksites and to periodically review policy content with employees.

The Agency communicates EEO and ADR programs and procedures to employees through annual mandatory EEO training; prominently displaying posters and policy statements; ensuring that information is available on the CRS website; and providing additional training to new supervisors, Frontline Supervisors Meeting, and at work unit and staff meetings. "Overview of the EEO Complaint Process" was the topic of mandatory training provided to the FSIS workforce in FY 2019.

The Agency's Reasonable Accommodations (RA) program is communicated through FSIS Directive 4306.2, "*Reasonable Accommodations and Accessibility for People with Disabilities*," which is posted on the FSIS website. Revised RA procedures and newly drafted Personal Assistance Service (PAS) procedures have been pending review by the EEOC since January 30, 2019. A revised draft directive is also pending before USDA's Office of General Counsel. Once approved, these documents will be issued to the FSIS workforce and posted on the FSIS website. Currently, the Agency is processing RA requests in accordance with the drafted new procedures. During FY 2019, the Agency delivered RA training at 13 Frontline Supervisors meetings, 4 all-hands meetings, and 4 new supervisors training sessions. The FSIS anti-harassment program is guided by and communicated in FSIS Directive 4735.3 "*Employees' Responsibilities and Conduct*." The directive is available on the FSIS website and informs employees about standards of conduct, consequences of inappropriate workplace behavior, and provides instructions and resources for reporting such conduct. Revised anti-harassment procedures for reporting and processing EEO and non-EEO related harassment are pending.

The CRS website is a resource for information on EEO, ADR, and Special Emphasis Program (SEP) programs, policies and posters, and provides contact information for CRS and SEP Managers (SEPM).

The Agency utilizes the FEVS and Title VII climate assessment surveys to evaluate employees' awareness of and perceptions about EEO programs and their work environment. In accordance with the Agency Strategic Plan, on a quarterly basis the Agency assesses an index of FEVS questions relating to diversity, inclusion, and employee engagement. Annual plans are established to address fluctuations in these survey results that may indicate ineffective diversity, inclusion, and employee engagement programs. The Agency also analyzes climate assessment survey results used in Title VII compliance reviews and develops action plans to identify and address areas of concern. The Agency also utilizes several awards and recognition programs to recognize accomplishments in EEO and Civil Rights such as the Administrator's Awards for Excellence program, the EEO Advisory Committee (EEOAC) highlights program, and peer recognition programs.

The Civil Rights Director is an active contributor in the development of the Agency's strategic and annual plans. The Agency's FY 2017- 2021 Strategic Plan includes the following goal, outcome, and result measures related to EEO and Civil Rights:

*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 annually measures employee EEO competency and ADR acceptances among Aggrieved Parties and Complainants. In FY 2019, 82% of employees met the EEO competency requirements by demonstrating an overall understanding of the FY 2019 mandatory training module that was required for all employees. This percentage exceeded the 80% target competency rate established in the Strategic Plan. With regards to the ADR measure, 61% of aggrieved parties accepted ADR offers during the pre-complaint stage and 42% of complainants accepted ADR offers during the formal stage, yielding an overall acceptance rate of 56%. This exceeded the target acceptance rate of 45% established in the Strategic Plan.

In addition to mandatory training, all new supervisors receive additional training on EEO, civil rights, RA, ADR, employee conduct, and anti-harassment, as well as effective communication and interpersonal skills during new supervisors training. Additionally, the Agency develops and delivers additional in-person and webinar-based training modules using information gleaned from prior year reports such as MD-715, No FEAR, EEOC 462, and employment compliance reports. Topics of training delivered in FY 2019 included: Overview of the EEO Process; Overview of Civil Rights Staff Programs and Services; Diversity and Inclusion; Prevention of Harassment; Roles of the Resolving Official; and Conflict Management. These trainings were provided by request to a variety of audiences at new supervisor training sessions, employee engagement meetings, leadership and supervisory conferences, and other work unit meetings. Two sessions were presented to Senior Executive Service (SES) employees to fulfil the Diversity and Inclusion training required by USDA's Office of Human Resource Management (OHRM).

As indicated by the Strategic Plan ADR measure, the Agency has an active ADR program to resolve workplace conflict and EEO complaints. Certified mediators are utilized to conduct EEO and non-EEO mediations (Early Intervention ADR). Supervisors and managers are required to participate in good faith in all ADR sessions. The Agency ensures a management official with settlement authority is accessible during the dispute resolution process. In FY 2019, the Agency's EEO ADR resolution rate for both informal complaints (53%) and formal complaints (54%) were slightly lower in comparison to the 2017 Federal government rate of 55%. Additionally, participant feedback to end-of-session surveys indicate the ADR process is effective in resolving conflict and reducing the formal complaint inventory. In FY 2019, 80% of participants reported being 'satisfied' or 'very satisfied' with the ADR program, and 80% would recommend the ADR program to a colleague. FSIS continued to market the ADR program through the delivery of numerous training sessions, facilitations, team conflict resolutions, dissemination of ADR brochures and promotional items, and other ADR activities. The CRS partnered with the Agency's training office to provide additional ADR and conflict management training at new supervisor training sessions, Frontline Supervisor meetings, work unit meetings, and Management Council meetings.

The Civil Rights Director oversees adequately trained staff and sufficiently funded EEO programs including EEO complaint processing, compliance with EEO settlement agreements and orders, affirmative employment plans, SEP, EEO training, and evaluation of EEO programs. The Civil Rights Director and staff are also involved in, and consulted on, Agency workforce planning initiatives and training/career development opportunities.

FSIS incorporated a standardized stand-alone Equal Opportunity/ Civil Rights (EO/CR) critical element into all supervisory performance standards. The element clearly sets performance expectations to ensure supervisory compliance with EEO requirements and involvement in implementing EEO programs that support MD-715 requirements. All non-supervisory performance plans include EO/CR expectations in a mandatory critical "Communications" element.

The CRS frequently collaborates with HR leadership on MD-715 requirements. This includes discussing data needs, reviewing and drafting policy, reviewing barrier analysis findings, establishing objectives and planned activities, and communicating outreach and recruitment efforts. Quarterly status updates are reported to OASCR.

The Civil Rights Director and HR officials also collaborate to ensure effective RA programs and procedures are in place. While the HR office has responsibility for administering the RA program to ensure a firewall from the EEO office, both offices collaborate on maintaining effective RA procedures when processing RA requests. The Civil Rights Director reviewed and commented on the revised RA directive and draft PAS procedures.

The Civil Rights Director regularly coordinates with the Workplace Violence Program/ Anti-harassment Coordinator on harassment allegations potentially involving allegations of discrimination. Comprehensive draft harassment procedures covering both EEO and non-EEO related harassment allegations are pending finalization.

The Agency references USDA's table of penalties covering discriminatory misconduct. The Labor and Employee Relations Division (LERD) conducts accountability assessments on all findings of discrimination and settlement agreements. Where appropriate, Responsible Management Officials (RMOs) are held accountable for their conduct through corrective or disciplinary action. The Agency also reviews findings of discrimination against existing policies and procedures to identify knowledge gaps or inconsistencies in application in order to proactively prevent future adverse decisions. In FY 2019, there were no findings of discrimination. The LERD further determined there was no need to prepare accountability assessments based on reviews of settlement agreements.

FSIS conducted focused barrier analyses for two Program Areas and three Districts as a part of its Title VII employment compliance review program. The CRS reviewed and compared prior report findings against current workforce profiles, complaint data, and climate survey feedback to assess trends and identify potential barriers to EEO. Enhancements made in FY 2019 to climate survey questions and re-defined areas of reporting contributed to more robust and timely report findings and recommendations. After issuing final reports, the CRS collaborated with Program Area and District leadership to develop corrective action plans and ensure implementation of actions.

Civil Rights Impact Analyses (CRIA) are conducted to determine if proposed Agency policies, regulations, and reorganizations adversely and/or disproportionately impact employees or customers based on protected status. In FY 2019, the CRS prepared three comprehensive CRIAs for 1) an agency-wide reorganization, 2) a reclassification of a major occupational series, and 3) a charter for the National Advisory Committee on Meat and Poultry Inspection. Follow up CRIAs were prepared for the implementation of a new inspection system for swine and on soliciting diverse committee membership for the National Advisory Committee on Microbiological Criteria for Foods. The CRS also reviewed and cleared 19 draft directives and notices.

The Agency processed 138 pre-complaint cases and resolved 85 for a resolution rate of 62%. All pre-complaint cases were timely counseled, and all were offered ADR. Six (6) pre-complaints closed by settlement agreement and 79 closed by either a withdrawal or no formal complaint was filed. For formal closure actions, 50 formal cases closed (11 by settlement agreement, six (6) by withdrawal, 18 by merit FADs, 10 by EEOC AJ decisions, and 5 by procedural dismissals). Analyses of formal complaint data for the past two years showed the top three bases were reprisal, race, and disability and the top three issues were harassment (non-sexual), time and attendance, and disciplinary action.

The Agency utilizes the USDA Civil Rights Enterprise System (CRES) (known as iComplaints) to enter EEO complaint case information, monitor the case processing status of complaints, and report trends in complaint activity. The CRES captures information necessary to analyze complaint activity and trends, and to complete the annual Federal EEO Statistical Report of Discrimination Complaints (EEOC Form 462). The system is used to monitor Agency adherence to regulatory timeframes in counseling, ADR, investigations, adjudicatory election notifications, and post closure events such as appeals and civil actions, as well as to store documents reflecting case file information. The web-based Federal Sector EEO Portal (FedSEP) is used to share documents among the EEOC, the Agency, and complainants in the hearing process.

The Agency also maintains or has access to systems to track applicant flow data, RA requests, and harassment complaints. In FY 2019, the Agency transitioned to a new recruitment/applicant system, USA staffing, that maintains applicant flow data; however, accessing accurate applicant flow data in a timely manner remains problematic. HR maintains an automated tracking system for RA requests and dispositions, and the WVPRP staff utilizes a Microsoft Access database system to process and monitor all allegations of harassment, intimidation, threats, and workplace violence.

The Agency timely reported annual accomplishments to the EEOC through submission of the No FEAR Act report, the MD-715, the EEOC Form 462 report, and other reports as appropriate.

**715-01**

U.S. Equal Employment Opportunity Commission

PART F

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Angela E. Kelley Director, Civil Rights Staff, am the

Principal EEO Director/Official for U.S. Department of Agriculture, Food Safety and Inspection Service.

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.



12/23/19

Signature of Principal EEO Director/Official  
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date



12-23-19

Signature of Agency Head or Agency Head Designee

Date

## MD-715 - PART G

### Agency Self-Assessment Checklist

|  |   |                             |   |
|--|---|-----------------------------|---|
| <br>Compliance Indicator<br><br>Measures | A.1 – The agency issues an effective, up-to-date EEO policy statement.  | Measure Met?<br>(Yes/No/NA) |   |
| 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)]      | No                          | In accordance with the Secretary of Agriculture’s “One USDA Initiative,” all sub-agencies are required to use the Secretary of Agriculture’s March 9, 2018, USDA Civil Rights policy statement and the May 25, 2018, USDA Anti-Harassment policy statement. |
| 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)] | Yes                         |   |
| <br>Compliance Indicator<br>         | A.2 – The agency has communicated EEO policies and procedures to all employees.   | Measure Met?<br>(Yes/No/NA) | Comments  |

|          |  |     |   |
|----------|--|-----|---|
| Measures |  |     |   |
| 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)]  | Yes | In accordance with the Secretary of Agriculture's "One USDA Initiative," all sub-agencies are required to use the Secretary of Agriculture's May 25, 2018, USDA Anti-Harassment policy statement. |
| A.2.a.2  | Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]   | No  | See Part H.   |
| 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, SEPM's, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]                       | Yes |   |
| A.2.b.2  | Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)] | Yes |   |
| A.2.b.3  | Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.            | No  | See Part H.   |

|  |   |                             |   |
|--|---|-----------------------------|---|
| 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.   | Yes                         | Training on the EEO Complaint Process was provided to all FSIS employees. The training was also delivered to new supervisors on at least three separate occasions.  |
| A.2.c.2  | ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.   | Yes                         | ADR training is provided to employees frequently. The training is available in the Agency’s training database and is also provided to employees via hard copy.  |
| A.2.c.3  | Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.  | Yes                         | RA training is provided to the workforce routinely. During FY 2019, RA training was provided to management and the FSIS workforce at 13 Frontline Supervisors meetings, 4 all-hands meetings, and at least 3 new supervisors trainings. RA resources are also available on Supervisor Help, Inspection Program Personnel (IPP) Help Button, and through the OHR Portal. |
| 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. | Yes                         | Anti-harassment training was provided to new supervisors on at least three separate occasions.  |
| 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.                                | Yes                         | The training was provided to new supervisors on at least three separate occasions; the training was also provided upon request.   |
| <br>Compliance Indicator<br><br>Measures | A.3 – The agency assesses and ensures EEO principles are part of its culture.   | Measure Met?<br>(Yes/No/NA) | Comments  |

|  |   |                             |   |
|--|---|-----------------------------|---|
| 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. | Yes                         | The Administrator’s Awards for Excellence in Diversity and Inclusion was established to recognize employees, supervisors, and managers for their 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]  | Yes                         | The Agency utilizes data from annual FEVS and its Title VII compliance reviews.   |
| <p>Essential Element B: Integration of EEO into the agency’s Strategic Mission<br/> This element requires that the agency’s EEO programs are structured to maintain a workplace that is free from discrimination and support the agency’s strategic mission.</p> |   |                             |   |
| <br>Compliance Indicator<br><br>Measures   | B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.   | Measure Met?<br>(Yes/No/NA) | Comments  |
| 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)]   | Yes                         |   |
| B.1.a.1  | If the EEO Director does not report to the agency head, does the EEO Director report to the   | Not Applicable              |   |

|         |   |     |   |
|---------|---|-----|---|
|         | same agency head designee as the mission-related programmatic offices? If “yes,” please provide the title of the agency head designee in the comments.  |     |   |
| 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)]  | Yes |   |
| 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]   | Yes |   |
| 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. | Yes | The “State of the Agency” briefing was held on February 27, 2019. |
| B.1.d   | Does the EEO Director regularly participate in senior-level staff meetings concerning personnel,  | Yes |   |

|  |   |                          |   |
|--|---|--------------------------|---|
|  | budget, technology, and other workforce issues? [see MD-715, II(B)]   |                          |   |
| <br>Compliance Indicator<br><br>Measures | B.2 – The EEO Director controls all aspects of the EEO program.   | Measure Met? (Yes/No/NA) | Comments<br>New Compliance Indicator  |
| 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)] | Yes                      |   |
| B.2.b  | Is the EEO Director responsible for overseeing the completion of EEO counseling [see 29 CFR §1614.102(c)(4)]  | Yes                      |   |
| 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.]                                      | Not Applicable           | Oversight of the EEO investigations process is the responsibility of OASCR. |
| 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.]  | Not Applicable           | Preparation and issuance of FADs is the responsibility of OASCR.            |

|   |   |                             |   |
|---|---|-----------------------------|---|
| B.2.e   | Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]   | Yes                         |   |
| 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)]   | Yes                         |   |
| 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) and (c)(3)]   | Yes                         |   |
| <hr/>   |   |                             |   |
| <br>Compliance Indicator | B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.  | Measure Met?<br>(Yes/No/NA) | Comments  |
| <br>Measures             |   |                             |   |
| 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)] | Yes                         |   |
| B.3.b   | Does the agency's current strategic plan reference EEO /  | Yes                         | Objective 3.1.3 - Ensure Equal Opportunity and a Diverse and Inclusive Environment: |

|  |   |                             |  |
|--|---|-----------------------------|--|
|  | diversity and inclusion principles? [see MD-715, II(B)]<br>If “yes”, please identify the EEO principles in the strategic plan in the comments column.   |                             | MEASURE 3.1.3.1: Percentage of ADR acceptance rate for formal and informal EEO complaints.<br><br>MEASURE 3.1.3.2: Percentage of employees completing mandatory training who satisfy EEO/CR competency requirements.   |
| <br>Compliance Indicator<br><br>Measures | <b>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</b>   | Measure Met?<br>(Yes/No/NA) | Comments   |
| 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)]   | Yes                         |  |
| B.4.a.2  | to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]   | Yes                         |  |
| 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)] | Yes                         | The Agency is 100% responsible for all counseling related duties responsibilities and has some responsibility with respect to the EEO investigations; however, the overall responsibility of the EEO investigations to include legal sufficiency reviews is with OASCR. OASCR also has sole responsibility for FADs. |

|         |  |     |  |
|---------|--|-----|--|
| 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. | Yes |  |
| 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)]   | Yes |  |
| B.4.a.6 | to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]   | Yes |  |
| 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.  | Yes |  |
| B.4.a.8 | to effectively administer its special emphasis programs (such as, Federal Women's  | Yes |  |

|          |   |     |  |
|----------|---|-----|--|
|          | 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]                       |     |  |
| 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] | Yes |  |
| B.4.a.10 | to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]   | Yes |  |
| B.4.a.11 | to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]  | Yes |  |
| 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)]  | Yes |  |
| B.4.c    | Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]   | Yes |  |
| 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?   | Yes |  |

|  |   |                             |          |
|--|---|-----------------------------|----------|
| 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? | Yes                         |          |
|  Compliance Indicator<br> Measures | B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.   | Measure Met?<br>(Yes/No/NA) | Comments |
| B.5.a  | Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received training on their responsibilities under the following areas under the agency EEO program:  |                             |          |
| B.5.a.1  | EEO Complaint Process? [see MD-715(II)(B)]  | Yes                         |          |
| B.5.a.2  | Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]   | Yes                         |          |
| B.5.a.3  | Anti-Harassment Policy? [see MD-715(II)(B)]   | Yes                         |          |
| 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                                     | Yes                         |          |

|  |   |                          |          |
|--|---|--------------------------|----------|
|  | communications? [see MD-715, II(B)]   |                          |          |
| 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)]    | Yes                      |          |
|  Compliance Indicator<br> Measures | B.6 – The agency involves managers in the implementation of its EEO program.  | Measure Met? (Yes/No/NA) | Comments |
| B.6.a  | Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]  | Yes                      |          |
| B.6.b  | Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]   | Yes                      |          |
| 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] | Yes                      |          |
| 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)]            | Yes                      |          |

| <p>Essential Element C: Management and Program Accountability<br/> This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.</p> |  |                          |   |
|--|--|--------------------------|---|
| <br>Compliance Indicator<br><br>Measures   |  | Measure Met? (Yes/No/NA) | Comments  |
| 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.                  | Yes                      | During FY 2019, the Agency conducted Title VII compliance reviews of five of its work units. The reviews were conducted from approximately October 2018 to September 2019. The work units included both field and headquarter offices and are as follows: Office of Field Operations (Dallas, Chicago, and Des Moines Districts); OA; and OM. |
| 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. | Yes                      | Of the five work units that were reviewed, three were field work units (Districts). The Districts of Dallas, Chicago, and Des Moines and the States that are assigned under each of those Districts were also reviewed.   |
| 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)]  | Yes                      | After each review, each work unit is responsible for completing the recommended corrective actions by a specified timeframe.  |
| <br>Compliance Indicator<br><br>Measures                                       | C.2 – The agency has established procedures to prevent all forms of EEO discrimination.  | Measure Met? (Yes/No/NA) | Comments  |

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| 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)] | Yes |  |
| 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]   | Yes |  |
| 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)]  | Yes |  |
| 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   | Yes | The process for addressing harassment outside of the EEO process is managed by the OM's Workplace Violence and Prevention Staff. |

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|         | (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]   |     |   |
| 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.]  | Yes | The CRS notifies the anti-harassment program of EEO counseling activity alleging harassment as appropriate. |
| 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 <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column. | Yes |   |
| 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)]  | Yes |   |
| C.2.b   | Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations  | No  | The Agency submitted draft procedures to the EEO on January 30, 2019. See Part H.                           |

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|         | and guidance? [see 29 CFR 1614.203(d)(3)]  |     |   |
| 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)]   | Yes | The Agency employs two RA Advisors who are assigned to the OM.  |
| 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)]  | Yes |   |
| 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)]  | Yes |   |
| 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)] | Yes | The Agency's draft RA procedures clearly state the Agency's processing timeframes. The draft procedures are currently with the EEOC for review. |
| C.2.b.5 | Does the agency process all accommodation requests within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)]<br>If "no", please provide the  | No  | The Agency processed 73% of all reasonable accommodation requests within the established time frame FY 2019. See Part H.                        |

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|   | percentage of timely-processed requests in the comments column.   |                             |  |
| 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)] | No                          | The Agency submitted draft procedures for PAS to the EEOC on January 30, 2019 and is awaiting EEOC's feedback. See Part H. |
| 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 comment's column.                           | No                          | Posting of PAS procedures is contingent upon approval of the draft by the EEOC. See Part H.                                |
| <br>Compliance Indicator<br><br>Measures | C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.  | Measure Met?<br>(Yes/No/NA) | Comments   |
| 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  | Yes                         |  |

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|         | participation in the EEO program?  |     |  |
| 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]  | Yes |  |
| 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)]  | Yes |  |
| C.3.b.3 | Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]  | Yes |  |
| 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] | Yes |  |
| C.3.b.5 | Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]   | Yes |  |
| C.3.b.6 | Provide disability accommodations when such  | Yes |  |

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|         | accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]   |     |  |
| C.3.b.7 | Support the EEO program in identifying and removing barriers to equal opportunity. [see MD-715, II(C)]   | Yes |  |
| C.3.b.8 | Support the anti-harassment program in investigating and correcting harassing conduct. [see Enforcement Guidance, V.C.2]   | Yes |  |
| 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)]            | Yes |  |
| 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)] | Yes |  |
| 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)]   | Yes |  |
|         |  |     |  |

| <br>Compliance Indicator<br><br>Measures | <b>C.4 – The agency ensures effective coordination between its EEO programs and HR program.</b>   | Measure Met?<br>(Yes/No/NA) | Comments   |
|--|---|-----------------------------|--|
| 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)]   | Yes                         |  |
| 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] | Yes                         |  |
| C.4.c  | Does the EEO office have timely access to accurate and complete data (e.g., demographic data for workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]  | No                          | The Agency does not have complete applicant flow data. See Part H. |

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| 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)] | Yes                      |          |
| 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)]   | Yes                      |          |
| C.4.e.2  | Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]   | Yes                      |          |
| C.4.e.3  | Develop and/or provide training for managers and employees? [see MD-715, II(C)]   | Yes                      |          |
| C.4.e.4  | Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]   | Yes                      |          |
| C.4.e.5  | Assist in preparing the MD-715 report? [see MD-715, II(C)]  | Yes                      |          |
|  Compliance Indicator | C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.  | Measure Met? (Yes/No/NA) | Comments |
|  Measures             |   |                          |          |
| 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   | Yes                      |          |

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|   | <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]  |                          |   |
| 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.                              | Yes                      | During FY 2019, there were no findings of discrimination; as such, no managers or employees were disciplined relating to this.  |
| 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? [see MD-715, II(C)]   | Yes                      |   |
|  Compliance Indicator<br> Measures | C.6 – The EEO office advises managers/supervisors on EEO matters.   | Measure Met? (Yes/No/NA) | Comments  |
| 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. | Yes                      | The CRS regularly provides Agency supervisors and managers with EEO information. On a weekly basis, the Civil Rights Director meets with Agency leadership and provides them with updates on complaint activity and other program initiatives. The Civil Rights Director also meets with the Agency Head on a weekly basis to discuss all aspects of the Agency’s EEO and Civil Rights programs. Individual annual meetings also occur with each program head to discuss their respective program’s EEO program and complaint |

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|  | I] If “yes”, please identify the frequency of the EEO updates in the comments column.  |                             | information. On a bi-annual basis, demographic information is disseminated to each program. |
| C.6.b  | Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]  | Yes                         |   |
| <b>Essential Element D: Proactive Prevention</b>   |  |                             |   |
| This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.  |  |                             |   |
| <br>Compliance Indicator<br><br>Measures | <b>D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.</b>   | Measure Met?<br>(Yes/No/NA) | Comments  |
| D.1.a  | Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]  | Yes                         |   |
| 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; reasonable accommodation program; anti-harassment program; and/or external special interest groups? | Yes                         |   |

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|  | [see MD-715 Instructions, Sec. I]   |                          |          |
| 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)] | Yes                      |          |
|  |   |                          |          |
| <br>Compliance Indicator<br><br>Measures | D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)  | Measure Met? (Yes/No/NA) | Comments |
| D.2.a  | Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]   | Yes                      |          |
| 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)]  | Yes                      |          |
| 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-  | Yes                      |          |

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|   | organizations and realignments?<br>[see 29 CFR §1614.102(a)(3)]   |                             |  |
| 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, reasonable accommodation program; anti-harassment program; and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column. | Yes                         | Data sources include: EEO complaint data; administrative and negotiated grievance data; employee climate surveys; meetings with and feedback from affinity groups and the National Joint Council of Food Inspection Locals, program evaluations, anti-harassment program, SEP, and RA program. |
|   |   |                             |  |
| <br>Compliance Indicator | <b>D.3 – The agency establishes appropriate action plans to remove identified barriers.</b>   | Measure Met?<br>(Yes/No/NA) | Comments   |
| <br>Measures            |   |                             |  |
| 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)]  | Yes                         |  |
| 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  | Yes                         |  |

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|  | dates for the planned activities?<br>[see MD-715, II(D)]   |                             |   |
| D.3.c  | Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]  | Yes                         |   |
|  Compliance Indicator<br> Measures | <b>D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.</b>   | Measure Met?<br>(Yes/No/NA) | Comments  |
| D.4.a  | Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] Please provide the internet address in the comments.   | Yes                         | <a href="https://www.fsis.usda.gov/wps/wcm/connect/9063385f-8bca-497a-8044-78b152251d2c/management-directive-715-report-fy2018.pdf?MOD=AJPERES">https://www.fsis.usda.gov/wps/wcm/connect/9063385f-8bca-497a-8044-78b152251d2c/management-directive-715-report-fy2018.pdf?MOD=AJPERES</a> |
| 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)]                                  | Yes                         |   |
| 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)]  | Yes                         |   |
| D.4.d  | Has the agency taken specific steps that are reasonably designed to increase the number of PWD or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)] | Yes                         |   |

| <b>Essential Element E: Efficiency</b>  |   |                             |                                      |
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| This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process. |   |                             |                                      |
|  Compliance Indicator  | <b>E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.</b>   | Measure Met?<br>(Yes/No/NA) | Comments                             |
|  Measures  |   |                             |                                      |
| E.1.a   | Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?  | Yes                         |                                      |
| 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)?   | Yes                         |                                      |
| E.1.c   | Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?  | Not Applicable              | This function is performed by OASCR. |
| 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. | Not Applicable              | This function is performed by OASCR. |
| E.1.e   | Does the agency ensure all employees fully cooperate with EEO counselors and EEO personnel in the EEO process,  | Yes                         |                                      |

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|       | including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?   |                |  |
| E.1.f | Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?   | Not Applicable | This function is performed by OASCR.   |
| 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)? | Not Applicable | This function is performed by OASCR.   |
| E.1.h | When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?   | Not Applicable | This function is performed by OASCR.   |
| E.1.i | Does the agency timely issue final actions follow receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?   | Not Applicable | This action is performed by OASCR.   |
| 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.  | Not Applicable | The Agency does not utilize contractors to implement any stage of the EEO complaint process. |

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| 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)]  | Yes                         |                                      |
| 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)]  | Yes                         |                                      |
| <b>E.2 – The agency has a neutral EEO process.</b>   |   |                             |                                      |
| <br>Compliance Indicator<br><br>Measures |   | Measure Met?<br>(Yes/No/NA) | Comments<br>Revised Indicator        |
| 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)]  | Yes                         |                                      |
| 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. | Not Applicable              | This function is performed by OASCR. |

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| 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)]            | Not Applicable              | This function is 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)]   | Yes                         |                                      |
| 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, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)] | Yes                         |                                      |
| <br>Compliance Indicator<br><br>Measures | <b>E.3 - The agency has established and encouraged the widespread use of a fair ADR program.</b>   | Measure Met?<br>(Yes/No/NA) | Comments                             |
| 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)]   | Yes                         |                                      |
| E.3.b  | Does the agency require managers and supervisors to participate in ADR once it has   | Yes                         |                                      |

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|  | been offered? [see MD-715, II(A)(1)]   |                          |          |
| E.3.c  | Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]   | Yes                      |          |
| 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)] | Yes                      |          |
| 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)]                 | Yes                      |          |
| E.3.f  | Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]   | Yes                      |          |
| <br>Compliance Indicator<br><br>Measures | E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.  | Measure Met? (Yes/No/NA) | Comments |
| 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  | Yes                      |          |

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|  | the involved management official? [see MD-715, II(E)]  |                             |  |
| E.4.a.2  | The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]   | Yes                         |  |
| E.4.a.3  | Recruitment activities? [see MD-715, II(E)]  | Yes                         |  |
| 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)]  | No                          | See Part H.  |
| E.4.a.5  | The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]   | Yes                         |  |
| 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] | Yes                         |  |
| 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]  | Yes                         |  |
| <br>Compliance Indicator<br><br>Measures | E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.   | Measure Met?<br>(Yes/No/NA) | Comments   |
| E.5.a  | Does the agency monitor trends in its EEO program to determine whether the agency is meeting   | Yes                         | The Agency monitors trends that are noted when conducting its annual Title VII compliance reviews and takes action as appropriate to address them. For |

|   |   |                             |   |
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|   | its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments.   |                             | example, if it is noted that more employees cited reprisal as an area of concern when compared to prior reviews, training may be recommended to address this area of concern. |
| 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. | Yes                         | The Agency collaborated with other agencies to enhance its RA procedures and barrier analyses process and to establish a PAS contract and procedures.                         |
| 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)]   | Yes                         |   |
| <p><b>Essential Element F: Responsiveness and Legal Compliance</b><br/> This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.</p> |   |                             |   |
| <br>Compliance Indicator<br><br>Measures           | F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.  | Measure Met?<br>(Yes/No/NA) | Comments  |
| 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)]              | Yes                         |   |
| F.1.b   | Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with   | Yes                         |   |

|  |  |                             |          |
|--|--|-----------------------------|----------|
|  | resolutions/settlement agreements? [see MD-715, II(F)]   |                             |          |
| F.1.c  | Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]  | Yes                         |          |
| F.1.d  | Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]   | Yes                         |          |
| 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)] | Yes                         |          |
| <br>Compliance Indicator<br><br>Measures | F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.   | Measure Met?<br>(Yes/No/NA) | Comments |
| F.2.a  | Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]  | Yes                         |          |
| 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)]   | Yes                         |          |

|  |  |                             |          |
|--|--|-----------------------------|----------|
| 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] | Yes                         |          |
| 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)]                              | Yes                         |          |
| F.2.a.4  | Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?   | Yes                         |          |
| <br>Compliance Indicator<br><br>Measures | <b>F.3 - The agency reports to EEOC its program efforts and accomplishments.</b>   | Measure Met?<br>(Yes/No/NA) | Comments |
| 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)]  | Yes                         |          |
| F.3.b  | Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]  | Yes                         |          |

## Part H Agency EEO Plan to Attain the Essential Elements of a Model EEO Program

Describe the status of each plan the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address deficiencies during the reporting period, check the box.

### 1. Statement of Model Program Essential Element Deficiency

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| A.1.a                      | The Agency has not annually issued a signed and dated EEO policy statement on Agency letterhead that clearly communicates the Agency's commitment to EEO for all employees and applicants. |

### Objective(s) and Dates for EEO Plan

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2019                     | Issue a signed and dated EEO policy statement that communicates the Agency's commitment to EEO for all employees and applicants. | 09/30/2020                  |                               |                                |

### Responsible Official(s)

| Title                    | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|--------------------------|-------------------|--|
| Secretary of Agriculture | Sunny Perdue      | Yes  |
| Administrator            | Carmen Rottenberg | Yes  |

### Planned Activities Toward Completion of Objective

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|-------------------------------|---------------------------------|
| 09/30/2020                  | Re-issue the Secretary's policy in FY 2020, and annually thereafter, to | Yes   |                               |                                 |

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient<br>Funding &<br>Staffing?<br>(Yes or No) | Modified<br>Date<br>(mm/dd/yyyy) | Completion<br>Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|----------------------------------|------------------------------------|
|                             | demonstrate the Agency Head's support and commitment of EEO within the workplace. |   |                                  |                                    |

## Report of Accomplishments

| Fiscal Year | Accomplishments   |
|-------------|---|
| 2019        | Agency continued to post the USDA Civil Rights policy statement on its website and within FSIS offices and worksites. |

## 2. Statement of Model Program Essential Element Deficiency

| Type of Program Deficiency    | Brief Description of Program Deficiency   |
|-------------------------------|---|
| A.2. a.2<br>A.2. b.3<br>C.2 b | The Agency has not received final EEOC approval for its RA procedures, nor has it disseminated approved RA procedures to the workforce, and prominently posted RA procedures on its public website. |

## Objective(s) and Dates for EEO Plan

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 1/30/2019                      | Receive final approval from EEOC on Agency RA procedures                       | 09/30/2020                  |                               |                                |
| 10/01/2020                     | Disseminate approved RA procedures to the workforce and post on public website | 09/30/2021                  |                               |                                |

## Responsible Official(s)

| Title   | Name            | Performance Standards Address the Plan?<br>(Yes or No) |
|---|-----------------|--|
| Director, Office of Human Resources                           | Joseph Abbott   | Yes  |
| Assistant Director, Human Resources Business Systems Division | Corrine Calhoun | Yes  |

| Title  | Name        | Performance Standards Address the Plan? (Yes or No) |
|--|-------------|---|
| Assistant Administrator, Office of Public Affairs and Consumer Education | Carol Blake | Yes   |

### Planned Activities Toward Completion of Objective

| Target Date (mm/dd/yyyy) | Planned Activities   | Sufficient Funding & Staffing? (Yes or No) | Modified Date (mm/dd/yyyy) | Completion Date (mm/dd/yyyy) |
|--------------------------|--|--|----------------------------|------------------------------|
| 09/30/2020               | Once RA procedures are approved by EEOC, finalize procedures and train employees.  | Yes  |                            |                              |
| 09/30/2020               | Disseminate approved RA procedures to workforce, post RA procedures on public website, and continue to train employees on RA procedures. | Yes  |                            |                              |

### Report of Accomplishments

| Fiscal Year | Accomplishments   |
|-------------|---|
| 2019        | Submitted draft of RA procedures to the EEOC on January 30, 2019.   |
| 2019        | Implemented and marketed the availability of newly developed RA brochure, RA request form, and RA accommodations menu to the workforce.   |
| 2019        | Updated RA guidance and posted it on the Office of Human Resources (OHR) portal and advertised it in the Wednesday Newslines.   |
| 2019        | The Agency utilized an effective tracking and recordkeeping system. The average timeframe for processing requests for FY 2019 was 17 days. A total of 72 cases were processed with a range of processing time from 1 to 198 days. The cases on the higher end of days to process typically involved multi-faceted requests which have a lengthy interactive period (between the Agency and the employee) to identify effective accommodations. The RA Program has implemented several tools to assist with reducing the timeframe for intaking and processing requests, to include better educating supervisor/managers on the process, as well as, establishing due dates for employees to provide complete documentation once an initial request has been received. The program also began including several managerial levels on requests rather than just the first line supervisor, which is improving processing times. |

|      |  |
|------|--|
| 2019 | <p>On the following dates RA training was provided to management and the FSIS workforce during Frontline Supervisors meetings, all-hands meetings, and New Supervisory Trainings (NST). Participant survey data indicated 4.8 out of 5 for professionalism, communicating clearly and addressing issues and questions. Additionally, multiple district management teams provided kudos on the training to OM and OHR senior leadership.</p> <p>4/11/2019 – Des Moines District FLS Meeting (27 attendees)<br/> 4/16/2019 – Denver District FLS Meeting (24 attendees)<br/> 4/24/2019 – Alameda District FLS Meeting (26 attendees)<br/> 4/25/2019 – OPHS WL Supervisors (3 attendees)<br/> 5/7/2019 – Jackson District FLS Meeting (30 attendees)<br/> 5/9/2019 – Raleigh District FLS Meeting (27 attendees)<br/> 5/15/2019 – OPPD All-Hands Meeting (44 attendees)<br/> 6/25/2019 – Civil Rights Employee Engagement Meeting (15 attendees)<br/> 8/17/2019 – NST Program (25 attendees)<br/> 8/28/2019 – FSIS Gateway RA Webinar (40 attendees)<br/> 9/12/2019 – Chicago District FLS Meeting (25 attendees)<br/> 9/17/2019 – NST Program (25 attendees)</p> |
|------|--|

### 3. Statement of Model Program Essential Element Deficiency

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| C.2. b.5                   | Less than 100% of all RA requests were processed within the timeframe set forth in the Agency draft RA procedures. |

### Objective(s) and Dates for EEO Plan

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2019                     | All (100%) of accommodation requests will be processed within established RA timeframes. | 09/30/2020                  |                               |                                |

### Responsible Official(s)

| Title  | Name            | Performance Standards Address the Plan?<br>(Yes or No) |
|--|-----------------|--|
| Director, Office of Human Resources                  | Joseph Abbott   | Yes  |
| Assistant Director, Human Resources Business Systems | Corrine Calhoun | Yes  |

## Planned Activities Toward Completion of Objective

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient<br>Funding &<br>Staffing?<br>(Yes or No) | Modified<br>Date<br>(mm/dd/yyyy) | Completion<br>Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|----------------------------------|------------------------------------|
| 09/30/2020                  | Continue to enforce due dates for employee submission of completed documentation supporting the RA request and issue close out letters in cases where employees are untimely. | Yes   |                                  |                                    |
| 09/30/2020                  | Disseminate approved RA procedures to workforce, post RA procedures on public website, and continue to train employees on RA procedures.                                      | Yes   |                                  |                                    |
| 09/30/2020                  | Continue educating supervisors and managers on their responsibilities in the RA process.  | Yes   |                                  |                                    |

## Report of Accomplishments

| Fiscal Year | Accomplishments   |
|-------------|---|
| 2019        | Submitted draft of RA procedures to the EEOC on January 30, 2019.   |
| 2019        | Implemented and marketed the availability of newly developed RA brochure, RA request form, and an RA accommodations menu to the workforce.  |
| 2019        | Updated RA guidance and posted it on the Office of Human Resources (OHR) portal and advertised it in the Wednesday Newslines.   |
| 2019        | The Agency utilized an effective tracking and recordkeeping system. The average timeframe for processing requests for FY 2019 was 17 days. A total of 72 cases were processed with a range of processing time from 1 to 198 days. The cases on the higher end of days to process typically involved multi-faceted requests which have a lengthy interactive period (between the Agency and the employee) to identify effective accommodations. The RA Program has implemented several tools to assist with reducing the timeframe for intaking and processing requests, to include better educating supervisor/managers on the process as well as establishing due dates for employees to provide complete documentation once an initial request has been received. The program also began including several managerial levels on requests rather than just the first line supervisor, which is improving processing times. |

|      |  |
|------|--|
| 2019 | <p>On the following dates RA training was provided to management and the FSIS workforce during Frontline Supervisors meetings, all-hands meetings, and New Supervisory Trainings (NST). Participant survey data indicated 4.8 out of 5 for professionalism, communicating clearly and addressing issues and questions. Additionally, multiple district management teams provided kudos on the training to OM and OHR senior leadership.</p> <p>4/11/2019 – Des Moines District FLS Meeting (27 attendees)<br/> 4/16/2019 – Denver District FLS Meeting (24 attendees)<br/> 4/24/2019 – Alameda District FLS Meeting (26 attendees)<br/> 4/25/2019 – OPHS WL Supervisors (3 attendees)<br/> 5/7/2019 – Jackson District FLS Meeting (30 attendees)<br/> 5/9/2019 – Raleigh District FLS Meeting (27 attendees)<br/> 5/15/2019 – OPPD All-Hands Meeting (44 attendees)<br/> 6/25/2019 – Civil Rights Employee Engagement Meeting (15 attendees)<br/> 8/17/2019 – NST Program (25 attendees)<br/> 8/28/2019 – FSIS Gateway RA Webinar (40 attendees)<br/> 9/12/2019 – Chicago District FLS Meeting (25 attendees)<br/> 9/17/2019 – NST Program (25 attendees)</p> |
|------|--|

#### 4. Statement of Model Program Essential Element Deficiency

| Type of Program Deficiency | Brief Description of Program Deficiency   |
|----------------------------|---|
| C.2.c<br>C.2 c.1           | The Agency has not received EEOC approval for its draft PAS procedures or posted the procedures on its website. |

#### Objective(s) and Dates for EEO Plan

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 04/19/2018                     | Submit draft PAS procedures to the EEOC for approval. | 10/30/2018                  |                               | 01/30/2019                     |
| 01/30/2019                     | Post approved PAS procedures on public website.       | 09/30/2020                  | 09/30/2020                    |                                |

#### Responsible Official(s)

| Title  | Name            | Performance Standards Address the Plan?<br>(Yes or No) |
|--|-----------------|--|
| Director, Office of Human Resources                  | Joseph Abbott   | Yes  |
| Assistant Director, Human Resources Business Systems | Corinne Calhoun | Yes  |

## Planned Activities Toward Completion of Objective

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient<br>Funding<br>&<br>Staffing?<br>(Yes or No) | Modified<br>Date<br>(mm/dd/yyyy) | Completion<br>Date<br>(mm/dd/yyyy) |
|-----------------------------|---|--|----------------------------------|------------------------------------|
| 09/30/2019                  | Submit PAS procedures to the EEOC for review and approval.                                | Yes  |                                  | 01/30/2019                         |
| 09/30/2019                  | Once PAS procedures are approved by EEOC, post procedures on website and train employees. | Yes  | 09/30/2020                       |                                    |

## Report of Accomplishments

| Fiscal Year | Accomplishments   |
|-------------|---|
| 2019        | The draft PAS procedures were sent to EEOC for review on January 30, 2019.                                  |
| 2019        | The Agency worked with USDA's OHRM and other agencies to establish service providers and contracts for PAS. |

## 5. Statement of Model Program Essential Element Deficiency

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| C.4.c<br>E.4. a.4          | The Agency lacks adequate means to accurately collect, monitor, and analyze external and internal applicant flow data concerning applicant race, national origin, sex, and disability status. This was due to the Department's transition from eRecruit to USAStaffing in FY 2019, which was out of FSIS' control. |

## Objective(s) and Dates for EEO Plan

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yy<br>yy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-----------------------------------|--------------------------------|
| 10/1/2019                      | Maintain a system to accurately collect, monitor, and analyze the Agency's external and internal applicant flow in a timely manner. | 09/30/2020                  |                                   |                                |

### Responsible Official(s)

| Title  | Name          | Performance Standards Address the Plan?<br>(Yes or No) |
|--|---------------|--|
| Director, Office of Human Resources            | Joseph Abbott | Yes  |
| Assistant Director, Human Resources Operations | Laura Frantes | Yes  |

### Planned Activities Toward Completion of Objective

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|-------------------------------|---------------------------------|
| 10/1/2020                   | Continue the collaboration between the Agency's CRS and HR office in order to review the integrity of data and modify as necessary. | Yes   |                               |                                 |

### Report of Accomplishments

| Fiscal Year | Accomplishments  |
|-------------|--|
| 2019        | The Agency continued to work with USDA's OHRM and OASCR to request access to detailed applicant flow information; however, the Agency still experience challenges in obtaining timely and complete data from USA Staffing. |

## MD-715 – Part I

### Agency EEO Plan to Eliminate Identified Barrier

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

#### Statement of Condition That Was a Trigger for a Potential Barrier:

| Source of the Trigger   | Specific Workforce Data Table  | Narrative Description of Trigger   |
|---|--|--|
| Total Separation rate in comparison to the participation rate of the Permanent Workforce. | Total Workforce – Distribution by Race Ethnicity and Sex (Table A1), Employee Separations by Type of Separation – Distribution by Race Ethnicity and Sex (Table A14) | <p><b><u>Retention</u></b></p> <p><b><u>Total Separations</u></b><br/>The total separation rate for White females (28.9%) and Asian Females (2.0%) was higher than their expected participation rate within the permanent workforce.</p> <p><b><u>Voluntary Separations</u></b><br/>The voluntary separation rate for White females (28.8%), Asian females (2.1%), and American Indian/Alaskan Native (AI/AN) (1.1%) was higher than their expected participation rate within the permanent workforce.</p> <p><b><u>Involuntary Separations</u></b><br/>The involuntary separation rate for females (55.1%), Hispanic females (5.6%), White females (29.2%), Black females (18.0%) and American Indian/Alaskan Native (AI/AN) females (1.1%) was higher than their expected participation rate within the permanent workforce.</p> |

#### EEO Group(s) Affected by Trigger

|  |
|--|
| <b>EEO Group</b>   |
| Females, Hispanic females, White females, Asian females, and AI/AN females and males |

**Barrier Analysis Process**

| <b>Sources of Data</b>  | <b>Source Reviewed? (Yes or No)</b> | <b>Identify Information Collected</b>  |
|---|-------------------------------------|--|
| Workforce Data Tables   | Yes                                 | Total Workforce – Distribution by Race Ethnicity and Sex (Table A1); Employee Separations by Type of Separation – Distribution by Race Ethnicity and Sex (Table A14); Insight Reports on Separations by Mission Critical Occupations |
| Complaint Data (Trends)   | Yes                                 | No FEAR Report; iComplaints data relating to the EEO complaints that include bases and claims relevant to separations  |
| Grievance Data (Trends)   | No                                  |  |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | Not Applicable                      | The Agency had no findings in FY 2019  |
| Climate Assessment Survey (e.g., FEVS)  | Yes                                 | Federal Viewpoint Survey (FEVS), New Inclusion Quotient (New IQ)   |
| Exit Interview Data   | No                                  |  |
| Focus Groups  | No                                  |  |
| Interviews  | No                                  |  |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)                                  | No                                  |  |
| Other (Please Describe)   | Yes                                 | Program employment compliance reviews  |

**Status of Barrier Analysis Process**

| <b>Barrier Analysis Process Completed? (Yes or No)</b> | <b>Barrier(s) Identified? (Yes or No)</b> |
|--|---|
| Yes  | Yes                                       |

**Statement of Identified Barrier(s)**

## **Description of Policy, Procedure, or Practice**

A barrier exists that is impacting the retention rate for various race and sex categories. This conclusion is based on the disproportionate impact noted for some minority groups, as well as, feedback gathered from the FY 2019 FEVS.

### Total Separations

A disproportionate impact was noted for White and Asian females when evaluating the Agency's total separations. To make this determination, 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. Separation rates higher than the range equated to negative impact. Using this method, the expected range for White women was 20.7% to 25.3%; however, the separation rate for White women exceeded the rate at 28.9%. Similarly, the expected range for Asian females was 1.5% to 1.8%, yet the actual separation rate was 2.0%.

In addition to analyzing demographic separations data, FSIS also reviewed FY 2019 FEVS data and used the Office of Personnel Management's (OPM) New Inclusion Quotient (New IQ) resource for further analysis. Although FSIS achieved higher scores in all New IQ survey categories when compared to the Federal government wide FEVS scored, the Agency did identify a pattern of negative responses in the New IQ's "Fair" and "Empowering" categories. Several questions falling within these categories showed a negative response of 20% or higher. These categories assess whether the workforce believes that they are treated equitably and have the resources and support needed to excel.

Specifically, FEVS results indicated that 26.7% of the employees did not have a feeling of personal empowerment with respect to work processes; 24.7% indicated that their talents were not used well in the workplace; 23.3% reported that they did not feel encouraged to come up with new and better ways of doing things; and 21.4% indicated managers did not promote communication among different work units. Further, 35.4% of the employees indicated that steps were not taken to deal with poor performers who cannot or will not improve; and 21.9% indicated arbitrary action, personal favoritism and coercion for partisan political purpose were tolerated.

### Voluntary Separations

A disproportionate impact was noted for White females, Asian females, and AI/AN males when analyzing the voluntary separations data. Using the same ranges noted above for total separations, White females' voluntary separation rate of 28.8% and Asian females' voluntary separation rate of 2.1% exceeded their expected ranges. The expected range for AI/AN males was 0.8% to 0.9%; however, AI/AN males exceeded the range at a voluntary separation rate of 1.1%.

### Involuntary Separations

When looking specifically at involuntary separations, a disproportionate impact was noted for females (55.1%), Hispanic females (5.6%), White females (29.2%), Black females

**Description of Policy, Procedure, or Practice**

(18.0%) and American Indian/Alaskan Native (AI/AN) females (1.1%). For each of these categories, the involuntary separation rate exceeded each group's respective expected range. EEO complaint data revealed a considerable increase in the number of formal EEO complaints that were filed in FY 2019 alleging "Removal" as the issue. In FY 2019, five (5) formal EEO complaints were filed alleging "Removal;" however, in FY 2018, only one (1) formal EEO complaint was filed. Of the five complaints filed in FY 2019, three (3) were filed by males and two (2) were filed by females.

**Objective(s) and Dates for EEO Plan**

| <b>Objective</b>  | <b>Date Initiated (mm/dd/yy yy)</b> | <b>Target Date (mm/dd/yy yy)</b> | <b>Sufficient Funding &amp; Staffing? (Yes or No)</b> | <b>Modified Date (mm/dd/y yyy)</b> | <b>Date Completed (mm/dd/yyyy)</b> |
|---|-------------------------------------|----------------------------------|---|------------------------------------|------------------------------------|
| Promote employee engagement and empowerment                     | 10/01/2019                          | 09/30/2021                       | Yes   |                                    |                                    |
| Improve communication and information sharing within the Agency | 10/01/2019                          | 09/30/2021                       | Yes   |                                    |                                    |

**Responsible Official(s)**

| <b>Title</b>  | <b>Name</b>      | <b>Performance Standards Address the Plan? (Yes or No)</b> |
|---|------------------|--|
| Director, Civil Rights Staff  | Angela Kelly     | Yes  |
| Assistant Administrator, Office of Public Affairs and Consumer Education      | Carol Blake      | Yes  |
| Assistant Administrator, Office of Employee Experience and Development (OEED) | Soumaya Tohamy   | Yes  |
| Assistant Administrator, Office of Field Operations (OFO)                     | Philip Bronstein | Yes  |
| Assistant Chief Information Officer   | Bajinder Paul    | Yes  |

**Planned Activities Toward Completion of Objective**

| <b>Target Date<br/>(mm/dd/yyyy)</b> | <b>Planned Activities</b>  | <b>Modified<br/>Date<br/>(mm/dd/yyyy)</b> | <b>Completion<br/>Date<br/>(mm/dd/yyyy)</b> |
|-------------------------------------|--|---|---|
| 09/30/2020                          | Launch i-Impact 3.0 to continue the Agency's efforts to educate employees on how their individual contributions align with and support the food safety mission, which will encourage employee empowerment.             |   |   |
| 09/30/2021                          | Utilize the Agency-wide Mentoring Program to provide employees with a mentor-protégé experience that encourages employee empowerment and career development.   |   |   |
| 09/30/2021                          | Market the Agency's employee development programs through Agency publications, EEOACs, SEPMs, and program graduate distributions to provide career development and employee engagement opportunities to the workforce. |   |   |
| 06/01/2020                          | Sponsor a Women's SEP observance in the field that promotes female empowerment in the workplace.   |   |   |
| 09/30/2021                          | Support Departmental call center consolidation efforts to provide an effective communication platform that all employees can utilize.  |   |   |
| 09/30/2021                          | Modernize website to improve communications and accessibility to Agency information and resources.   |   |   |
| 09/30/2021                          | Continue to launch electronic devices (eDevices) throughout the field to improve communications, connectivity and accessibility for all field employees.   |   |   |

| <b>Target Date<br/>(mm/dd/yyyy)</b> | <b>Planned Activities</b>   | <b>Modified<br/>Date<br/>(mm/dd/yyyy)</b> | <b>Completion<br/>Date<br/>(mm/dd/yyyy)</b> |
|-------------------------------------|---|---|---|
| 09/30/2021                          | Utilize One USDA social platforms to improve communications, recommend business solutions and promote employee empowerment. |   |   |

## Report of Accomplishments

| Fiscal Year | Accomplishments  |
|-------------|--|
| 2019        | <p><i>The Agency's FY 2018 MD-715 Report identified barriers different than those identified in this report. Specifically, in FY 2018 barriers in the retention and advancement of White females and in the competitive promotions of Hispanics were noted. The following initiatives were accomplished to address these barriers and improve the representation of these race/sex categories.</i></p> <p>To assist with hiring and retention goals, FSIS continued using the 360 Virtual Reality Project in recruitment efforts, allowing potential applicants to experience the work environments of the position. This ensured prospective applicants were fully aware of the duties and responsibilities of the position and the in-plant working environment, resulting in less turnover of new hires. Specifically, during FY 2019 the ten Districts continued to use the 360 Virtual Reality Project in their recruitment events. The OEED equipped the Districts with four Virtual Reality headsets to be used at various recruitment events.</p> <p>To address some of the retention issues experienced in the Veterinary Medical Officer or Public Health Veterinarian (PHV) series, the Agency explored options proposed by the PHV Workgroup to establish a job-sharing program for Supervisory PHV positions that will assist with workload and work life balance issues. During FY 2019, the Agency's PHV workgroup developed a proposal that included an option to pilot flexible work schedules and/or job-sharing opportunities in two locations in the Des Moines District. The proposal for the pilot was approved by the OFO leadership and is anticipated to be implemented in the Des Moines District by the 4th Quarter of FY 2020. If the pilot is successful, OFO will develop a plan to offer more job-sharing opportunities to all field employees. In addition to the job-sharing program, the Agency also made changes to the PHV positions. Specifically, FSIS updated its PHV position descriptions to career ladder GS-11/12 positions. This reclassification and reassignment of PHVs was completed December 31, 2018.</p> <p>In FY 2018, FSIS launched the eDevice pilot program to improve connectivity and deploy electronic devices to establishments throughout the country to be shared and utilized by Food Inspectors without computer access. In FY 2019, devices were deployed to ten establishments within the Jackson District. These establishments received laptops and training that will enable Food Inspectors to use LincPass to access FSIS email, AgLearn, In-Plant Personnel (IPP) resources, Agency notices and directives, and other FSIS applications.</p> <p>Additionally, the Agency marketed several training and development programs through employee publications, EEOACs, SEPMs, and program graduate distributions to provide career enhancement and development opportunities to the workforce. Specifically, FSIS announced multiple Learning Trove sessions that provided open enrollment to all employees with computer and/or telephone access. In FY 2019, three Learning Trove webinars were announced and held during the year. FSIS also marketed its FSIS Gateway: A Supervisor's Path to Continual Learning, which was another open enrollment</p> |

|  |   |
|--|---|
|  | <p>course offered. This supervisory training was announced and held 8 times throughout the year.</p> <p>The Agency also continued to regularly communicate and market the availability of their tuition reimbursement program. This program provides \$3,000 per fiscal year for tuition reimbursement with on-line undergraduate level college courses in food science/safety, and animal or meat sciences through the Continuing Education Program (CEP). The program is available to permanent, full-time Food Inspectors and non-supervisory Consumer Safety Inspectors with at least one year of FSIS service who are in good standing. Completion of 30 semester hours qualifies employees for promotional opportunities in food science positions with a positive education requirement. In FY 2019, FSIS publicized the program in reoccurring CEP announcements in the OFO Wednesday Newsline. Additionally, FSIS updated the IPP Help resource with the Fall registration information for the CEP. This opportunity was offered to Food Inspectors and non-supervisory Consumer Safety Inspectors.</p> <p>The Agency also hosted six Resume Writing Course workshops at central sites within the Districts to provide guidance on resume writing and applying to jobs through USAJobs. These workshops were voluntary and announced in the Wednesday Newsline and Beacon and publicized by the EEOACs and SEPMs.</p> <p>FSIS continued to utilize its Agency-wide Mentoring Program to provide a mentor-protégé experience and “on-line/off-line” job shadowing with web-based systems that assisted in strengthening employees’ core leadership competencies. In FY 2019, the Agency facilitated a 3-pronged mentoring program, supported by on-line resources, that used formal mentoring, situational mentoring, and new supervisor sponsorship. The formal mentoring program established a total of 54 participants that included 27 matched pairs of Mentors/Protégés.</p> |
|--|---|

**Statement of Condition That Was a Trigger for a Potential Barrier:**

| <b>Source of the Trigger</b>   | <b>Specific Workforce Data Table</b>  | <b>Narrative Description of Trigger</b>  |
|--|---|--|
| <p>Large and small cash award participation rate in comparison to the participation rate of the Permanent Workforce.</p> | <p>Total Workforce – Distribution by Race Ethnicity and Sex (Table A1), Employee Recognition and Awards participation</p> | <p><b><u>Awards</u></b></p> <p><u>Cash Awards of \$500 and above</u><br/>           In FY 2019, FSIS issued 3,565 cash awards of \$500 or more.</p> <p>The award rate for Hispanic males (4.5%) and females (3.4%), Black males (6.4%), and AI/AN males (0.4%) and females (0.8%) was lower than their expected participation rate within the permanent workforce.</p> |

| Source of the Trigger | Specific Workforce Data Table | Narrative Description of Trigger   |
|-----------------------|-------------------------------|--|
|                       | rates (Table A13)             | <p>Using the 80 percent rule, an adverse impact was noted for Hispanic males (68.8%); Hispanic females (64.0%); Black males (69.6%); Black females (79.8%); AI/AN males (39.9%); and AI/AN females (74.6%).</p> <p><u>Cash Awards of \$100-\$500</u><br/>In FY 2019, FSIS issued 6,554 cash awards of \$100 - \$500.</p> <p>The award rate for Asian females (1.1%) was lower than their expected participation rate within the permanent workforce.</p> <p>An adverse impact was noted for females (79.4%); White females (75.6%); Asian males (75.2%); and Asian females (57.9%).</p> <p><u>Cash Awards by Mission Critical Occupation</u></p> <p>Consumer Safety Inspection (CSI) (GS-1862):</p> <p>The award rate for Hispanic males (5.2%) and females (2.9%), Black males (6.7%), Asian males (1.6%) and females (1.0%), and AI/AN males (0.4%) in the CSI occupation was lower than their expected participation rate within the permanent workforce.</p> <p>Food Inspection (FI) (GS-1863):</p> <p>The award rate for Hispanic males (6.8%) and females (6.2%), Black males (7.2%), Asian males (1.1%) and females (1.1%), and AI/AN males (0.4%) in the FI occupation was lower than their expected participation rate within the permanent workforce.</p> <p>Consumer Safety Officer (CSO) (GS-0696):</p> <p>The award rate for Hispanic males (2.4%), Black males (5.4%) and females (6.6%), Asian males (1.2%) and females (2.4%), and AI/AN females (0.0%) in the CSI occupation was lower than their expected participation rate within the permanent workforce.</p> |

| Source of the Trigger | Specific Workforce Data Table | Narrative Description of Trigger  |
|-----------------------|-------------------------------|---|
|                       |                               | <p>Veterinary Medical Officer (VMO) (GS-701):</p> <p>The award rate for Hispanic females (1.4%) and AI/AN males (0.2%) and females (0.2%) for the CSI occupation was lower than their expected participation rate within the permanent workforce.</p> |

#### EEO Group(s) Affected by Trigger

| EEO Group   |
|---|
| Hispanic males and females; Black males and females; Asian males and females; and AI/AN males and females |

#### Barrier Analysis Process

| Sources of Data   | Source Reviewed? (Yes or No) | Identify Information Collected   |
|---|------------------------------|--|
| Workforce Data Tables   | Yes                          | Total Workforce – Distribution by Race Ethnicity and Sex (Table A1); Employee Recognition and Awards participation rates (Table A13); Insight Reports Providing Performance Award Data by Mission Critical Occupation (MCO). |
| Complaint Data (Trends)   | Yes                          | No FEAR Report; i-Complaint data relating to the EEO complaints that include bases and claims relevant to awards   |
| Grievance Data (Trends)   | No                           |  |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | Not Applicable               | The Agency had no findings in FY 2019  |
| Climate Assessment Survey (e.g., FEVS)  | Yes                          | Federal Viewpoint Survey (FEVS), New Inclusion Quotient (New IQ)   |
| Exit Interview Data   | No                           |  |
| Focus Groups  | No                           |  |
| Interviews  | No                           |  |

| Sources of Data                                | Source Reviewed? (Yes or No) | Identify Information Collected        |
|--|------------------------------|---------------------------------------|
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM) | No                           |                                       |
| Other (Please Describe)                        | Yes                          | Program employment compliance reviews |

### Status of Barrier Analysis Process

| Barrier Analysis Process Completed? (Yes or No) | Barrier(s) Identified? (Yes or No) |
|---|------------------------------------|
| Yes   | Yes                                |

### Statement of Identified Barrier(s)

| Description of Policy, Procedure, or Practice  |
|--|
| <p>A barrier exists that is impacting the award actions for various race and sex categories. This conclusion is based on the disproportionate and adverse impact noted for some minority groups, as well as, feedback gathered from the FY 2019 FEVS.</p> <p><u>Cash Awards \$500 and Above</u></p> <p>A disproportionate impact was noted for Hispanic males and females, Black males, and AI/AN males and 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 expected range for Hispanic males was 5.0% to 6.1%; however, the award rate for Hispanic males exceeded the rate at 4.5%. The expected range for Hispanic females was 4.0% to 4.9%, yet the actual award rate for this group was 3.4%. The expected range for Black males was 6.9% to 8.5%, but the actual award rate was 6.4%. Lastly, the expected range for AI/AN males and females was 0.8% to 1.0%, but their actual award rates were 0.4% and 0.8%, respectively.</p> <p>Using the 80 percent rule, adverse impact was noted for Hispanic males (68.8%); Hispanic females (64.0%); Black males (69.6%); AI/AN males (39.9%); and AI/AN females (74.6%).</p> <p><u>Cash Awards of \$100-\$500</u></p> <p>When looking at cash awards less than \$500, a disproportionate impact was identified for Asian females. The expected range for Asian females was 1.4% to 1.8%; however, the actual award rate was 1.1%.</p> |

## Description of Policy, Procedure, or Practice

Adverse impact was noted for females (79.4%); White females (75.6%); Asian males (75.2%); and Asian females (57.9%).

### Cash Awards by MCO

When looking at cash award distribution by MCO, all minority groups were disproportionately awarded in one or more of the MCOs.

**Hispanic males and females:** A disproportionate impact was noted for Hispanic employees in all MCOs. In the CSI occupation, the expected range for Hispanic males was 5.7% to 6.9%; however, their award rate fell below the range at 5.2%. The Hispanic female expected range was 3.5% to 4.3%, but their award rate was only 2.9%. In the FI occupation, the expected range for Hispanic males was 8.0% to 9.8% but their award rate was 6.8%. Similarly, the expected range for Hispanic females was 7.6% to 9.3%, but their award rate was only 6.25%. In regard to the CSO occupation, the expected range for Hispanic males was 2.9% to 3.6% but their rate fell below at 2.4%. In the VMO occupation, Hispanic females fell below the range of 1.7% to 2.0% with an award rate of 1.4%.

**Black males and females:** A disproportionate impact was noted for Black employees in three (3) of the MCOs. Specifically, the expected range for Black males in the CSI occupation was 7.1% to 8.7%, but their award rate was 6.7%. In the FI occupation, the expected range for Black males was 7.9% to 9.7%; however, they fell below at 7.2%. In the CSO occupation, the expected range was 5.5% to 6.7% for Black males and 8.4% to 10.2% for Black females, but their award rates were 5.4% and 6.6%, respectively.

**Asian males and females:** This group was also disproportionately impacted in three (3) of the MCOs. In the CSI occupation, the expected range for Asian males was 2.1% to 2.6%, but their award rate was 1.6%. In the FI occupation, the expected range for Asian males was 1.9% to 2.3%, yet their award rate was only 1.1%. Lastly, for the VMO occupation, the expected range was 1.5% to 1.8% for Asian males and 2.6% to 3.1% for Asian females, but their award rates fell below the range at 1.2% and 2.4%, respectively.

**AI/AN:** A disproportionate impact was identified in the distribution of cash awards for AI/AN employees in all of the MCOs. In the CSI occupation, the expected range was 1.1% to 1.3% for AI/AN males and 1.0 to 1.2% for AI/AN females, but the award rates were 0.4% and 0.7%, respectively. When looking at the FI occupation, AI/AN male's award rate of 0.4% fell below their expected range on 0.8% to 1.0%. In the CSO occupation, no cash awards were received by AI/AN females, but their expected range was 0.3% to 0.4%. For the VMO occupation, the expected range was 0.4% to 0.5% for AI/AN males and 0.5% to 0.6% for AI/AN females, but their award rates were both 0.2%.

In addition to the disproportionate and adverse impacts noted above, FY 2019 FEVS data revealed a perception of unfair employee recognition among employees. Specifically, 32.5% of the employees that completed the FEVS indicated that differences in performance were not recognized in a meaningful way, and 28% of the employees reported that awards in their work unit did not depend on how well an employee performs their job. Further, 32.5% of the employees indicated that creativity and innovation were not rewarded, and

|   |
|---|
| <b>Description of Policy, Procedure, or Practice</b>  |
| 21.9% indicated arbitrary action, personal favoritism and coercion for partisan political purpose were tolerated. |

**Objective(s) and Dates for EEO Plan**

| <b>Objective</b>   | <b>Date Initiated (mm/dd/yy yy)</b> | <b>Target Date (mm/dd/yy yy)</b> | <b>Sufficient Funding &amp; Staffing? (Yes or No)</b> | <b>Modified Date (mm/dd/yyy)</b> | <b>Date Completed (mm/dd/yyyy)</b> |
|--|-------------------------------------|----------------------------------|---|----------------------------------|------------------------------------|
| Enhance and standardize employee recognition programs        | 10/01/2019                          | 09/30/2021                       | Yes   |                                  |                                    |
| Ensure sufficient and appropriate funding for cash awards.   | 10/01/2019                          | 09/30/2021                       | Yes   |                                  |                                    |
| Establish nonmonetary awards programs available to programs. | 10/01/2019                          | 09/30/2021                       | Yes   |                                  |                                    |

**Responsible Official(s)**

| <b>Title</b>                  | <b>Name</b>      | <b>Performance Standards Address the Plan? (Yes or No)</b> |
|-------------------------------|------------------|--|
| Director, OHR                 | Joseph T. Abbott | Yes  |
| Assistant Administrator, OEED | Soumaya Tohamy   | Yes  |

**Planned Activities Toward Completion of Objective**

| <b>Target Date (mm/dd/yyyy)</b> | <b>Planned Activities</b>  | <b>Modified Date (mm/dd/yyyy)</b> | <b>Completion Date (mm/dd/yyyy)</b> |
|---------------------------------|--|-----------------------------------|-------------------------------------|
| 09/30/2021                      | Align employee recognition programs to the Agency's strategic goals in order to balance individual contributions with Agency goals and outcomes. |                                   |                                     |

| <b>Target Date<br/>(mm/dd/yyyy)</b> | <b>Planned Activities</b>   | <b>Modified<br/>Date<br/>(mm/dd/yyyy)</b> | <b>Completion<br/>Date<br/>(mm/dd/yyyy)</b> |
|-------------------------------------|---|---|---|
| 09/30/2020                          | Establish a Core Value recognition program available to Program Areas and Districts.  |   |   |
| 01/30/2019                          | Establish equitable and fair method for issuing performance award allocations to internal programs and issue notification to employees to communicate method. |   |   |
| 01/31/2020                          | Assess and recalibrate award allocations to programs to ensure sufficient funding for performance and incentive awards.                                       |   |   |
| 09/30/2020                          | Market the Agency's awards programs through employee publications, EEOACs, and SEPMS to promote the importance and availability of employee recognition.      |   |   |

#### **Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b>  |
|--------------------|---|
| 2019               | Prior year accomplishments were provided under the Retention barrier section. |

## 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 PWD and PWTD, EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

#### Section I: Efforts to Reach Regulatory Goals

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

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) | <b>Yes X</b> | No 0 |
| b. Cluster GS-11 to SES (PWD)  | <b>Yes X</b> | No 0 |

In FY 2019, the percentage of PWD in the GS-1 to GS-10 cluster was 8.72%, and the percentage of PWD in the GS-11 to SES cluster was 11.15%, both of which fall below the goal of 12%.

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) | Yes 0 | <b>No X</b> |
| b. Cluster GS-11 to SES (PWTD)  | Yes 0 | <b>No X</b> |

In FY 2019, the percentage of PWTD in the GS-1 to GS-10 cluster was 2.84%, and the percentage of PWTD in the GS-11 to SES cluster was 3.96%, both of which fall above the goal of 2%.

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

The numerical goals for the employment of PWTD have been communicated during the CRS annual briefing of the MD-715 report. This briefing is provided to Agency leadership (the Agency Head, Deputy Administrator, Assistant Administrators, and District Managers), as well as EEOAC members and SEPMs. The numerical goals are also identified in the Agency's MD-715 report which is posted on the Agency's website. In addition, these numerical goals are identified in bi-annual reports that the CRS issues to all Program Areas, Districts, EEOACs and SEPMs. Within these reports, the Agency identifies the employment goals for PWTD and PWD and provides the actual representation of PWTD and PWD within each Program Area and District. The reports also include recommendations for the Program Areas

and Districts to implement that will assist them in addressing any underrepresentation of PWD and PWTD.

## 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 PWD and PWTD, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

### **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.

Yes **X**      No 0

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<br>(Name, Title, Office, Email)   |
|--|-------------------------------------|-----------|-----------------|--|
|  | Full Time                           | Part Time | Collateral Duty |  |
| Processing applications from PWD and PWTD  | 29                                  |           |                 | Laura Frantes, Assistant Director, OHR, HR Operations Division,<br><a href="mailto:laura.frantes@usda.gov">laura.frantes@usda.gov</a>  |
| Answering questions from the public about hiring authorities that take disability into account | 29                                  |           |                 | Laura Frantes, Assistant Director, OHR, HR Operations Division,<br><a href="mailto:laura.frantes@usda.gov">laura.frantes@usda.gov</a>  |
| Processing reasonable accommodation requests from applicants and employees                     | 2                                   |           |                 | 1. Benjamin Tate, Reasonable Accommodations Advisor, HR Business Systems Division,<br><a href="mailto:benjamin.tate@usda.gov">benjamin.tate@usda.gov</a><br><br>2. Julaine McCabe, Reasonable Accommodation Advisor, HR Business |

|   |   |  |  |   |
|---|---|--|--|---|
|   |   |  |  | Systems Division,<br><a href="mailto:Julaine.McCabe@usda.gov">Julaine.McCabe@usda.gov</a><br><a href="mailto:ReasonableAccommodations@usda.gov">ReasonableAccommodations@usda.gov</a> |
| Section 508 Compliance                    | 1 |  |  | Kyna Fernandez, Management Analyst, Governance and Quality Assurance Division, <a href="mailto:kyna.fernandez@usda.gov">kyna.fernandez@usda.gov</a>                                   |
| Architectural Barriers Act Compliance     | 1 |  |  | Paul DeOca, Branch Chief Property Management Branch (PMB)<br><a href="mailto:paul.deoca@usda.gov">paul.deoca@usda.gov</a>   |
| Special Emphasis Program for PWD and PWTB | 1 |  |  | Robinson Rodgers, Special Emphasis Program Manager,<br><a href="mailto:robinson.rodgers@usda.gov">robinson.rodgers@usda.gov</a>   |

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.

Yes **X** No 0

All Human Resources Specialists processing applications from PWD and PWTB are required to take the online Veteran Employment Training. This training covers the use of special hiring authorities for veterans including 30% or more disabled veterans and Schedule A. In FY 2019, the RA Program provided training at 12 meetings for supervisors and employees. In addition, the RA Program promoted the availability of RA resources in Agency publications throughout the year. The RA Advisors and their supervisor participated in trainings led by USDA’s Office of General Counsel and the National Employment Law Institute.

**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.

Yes **X** No 0

## 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 APPLICANTS WITH DISABILITIES**

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

During FY 2019, FSIS shared vacancy announcements and career information with 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; LinkedIn professional groups for veterans and professionals with disabilities; and centers for college students with disabilities located across the country to inform potential applicants about FSIS' career opportunities. In addition, FSIS's Veterans and Disability Recruitment Program Coordinator assisted candidates with disabilities and disabled veterans in the recruitment process, provided resume guidance and answered questions regarding veterans' preference, non-competitive hiring and the application process. The Coordinator used the Workforce Recruitment Program and USAJobs Resume Mining to find and refer qualified candidates eligible for non-competitive hiring for FSIS positions. Also, a resume repository was created to keep unsolicited applications of qualified applicants with disabilities. This recruitment tool is used by HR during strategic recruitment discussions with Districts and Program Areas, and potential applicants were referred for consideration to hiring managers. To inform students with disabilities about FSIS student employment opportunities, the Coordinator shared student vacancies with students listed in the Workforce Recruitment Program database and students who are disabled veterans.

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.

During FY 2019, FSIS continued to recruit candidates with disabilities under Schedule A and disabled veterans under the Veterans Recruitment Authority or 30% or more Disabled Veteran Authority. In addition, the Agency's vacancy announcements on USAJobs were open to status candidates, veterans and Schedule A applicants concurrently.

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 answer a question that identifies whether they are eligible/applying for Schedule A. HR Staffing Specialists look for this in the application review process for all announcements accepting applications from Schedule A

applicants and disabled veterans. In addition, applications are reviewed to determine qualifications and eligibility. Applicants with a disability who are qualified and eligible are referred to the hiring manager on non-competitive referral lists for consideration.

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.

Yes **X** No 0 N/A 0

All hiring managers are required to take the online Veteran Employment Training annually. This training covers the use of special hiring authorities for veterans including the 30% or more disabled veteran and Schedule A. In addition to formal training, FSIS’ Veterans and Disability Recruitment Program Coordinator educated hiring managers about special hiring authorities used to recruit disabled veterans and professionals with disabilities. As part of this training, HR Specialists promoted the use of hiring flexibilities and consideration of disabled veterans, professionals with disabilities and targeted disabilities to hiring managers within their assigned Program Areas. Training on the use of special hiring authorities is also provided at each FSIS’ new supervisors training session.

**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.

The Agency has continued business relationships 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 across the country, to inform potential applicants about FSIS’ career opportunities or to request referrals of qualified non-competitive applicants. FSIS continued to promote job announcements on LinkedIn professional groups for veterans and professionals with disabilities.

**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) Yes **X** No 0  
b. New Hires for Permanent Workforce (PWTD) Yes **X** No 0

Among the new hires in the permanent workforce, triggers exist for PWD (3.82%) and PWTD (0.64%), both of which fall below the respective benchmark of 12% for PWD and 2% for PWTD.

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.

|                             |       |      |
|-----------------------------|-------|------|
| a. New Hires for MCO (PWD)  | Yes 0 | No 0 |
| b. New Hires for MCO (PWTD) | Yes 0 | No 0 |

During the preparation of this report, the Agency did not have access to external applicant flow data for new hires to mission-critical occupations.

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.

|  |       |      |
|--|-------|------|
| a. Qualified Applicants for MCO (PWD)  | Yes 0 | No 0 |
| b. Qualified Applicants for MCO (PWTD) | Yes 0 | No 0 |

During the preparation of this report, the Agency did not have access to external applicant flow data for new hires to mission-critical occupations.

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.

|                              |       |      |
|------------------------------|-------|------|
| a. Promotions for MCO (PWD)  | Yes 0 | No 0 |
| b. Promotions for MCO (PWTD) | Yes 0 | No 0 |

During the preparation of this report, the Agency did not have access to external applicant flow data for new hires to mission-critical occupations.

## 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 employees that meet the criterion (GS or Commissioned Corps Officers rank, a minimum performance rating of "Fully Successful," and supervisory acknowledgement of the candidate's intention to compete for program selection and participation). To ensure objectivity, applications are void of names and demographic data, and reviewed and rated by an external contractor. Top scoring applications are selected for competitive leadership development programs based on funding.

## **B. CAREER DEVELOPMENT OPPORTUNITIES**

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

The Agency provides the following career development opportunities:

**FSIS Experienced Supervisor Training Program:** One-week classroom training and on-line training modules are options provided for supervisors to meet training requirements, increase knowledge about the latest practices, and to maintain skills already developed. *(Target Audience: Permanent FSIS Supervisors with One or More Years Supervisory Experience)*

**FSIS Gateway Program: A Supervisors' Path to Continual Learning:** Webinars provide 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 Mentoring Program:** 3-pronged FSIS Mentoring Program that includes: 1) Formal Mentoring (6-month matched); 2) Situational Mentoring (self-matched); and 3) New Supervisor Sponsorship (self-matched). *(Target Audience: All FSIS Employees)*

**FSIS New Supervisor Training Program:** Through an experiential training process, participants increase their self-awareness and develop new knowledge, perspectives, behaviors, and skills to manage employees within the context of supervision. *(Target Audience: Permanent FSIS Supervisors in their first or second year in the supervisory role)*

**Federal Executive Institute (FEI) - Leadership for a Democratic Society (LDS):** Designed to prepare senior-level government executives for the complex challenges of leadership through expert instruction and experiential learning, the program develops the capacity for 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 Wednesday Newslines, EEOACs, and SEPMs for optimal marketing visibility to employees with disabilities.



**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) Yes 0 No X
- b. Awards, Bonuses, & Incentives (PWTD) Yes 0 No X

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) Yes X No 0
- b. Pay Increases (PWTD) Yes X No 0

During FY 2019, a trigger was identified when comparing the Quality Step Increase (QSI) inclusion rate of PWD (0.72%) and PWTD (1.08%) to the QSI inclusion rate for individuals that identify as having no disability (1.50%). The PWD and PWTD QSI inclusion rates are below parity in comparison to the identified QSI inclusion rate benchmark of 1.50%.

2. 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) Yes 0 No 0 N/A X
- b. Other Types of Recognition (PWTD) Yes 0 No 0 N/A X

Non-monetary awards are provided to employees as a form of recognition; however, the Agency does not track the distribution of these awards.

## 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.

a. SES

i. Qualified Internal Applicants (PWD) Yes 0 No 0

ii. Internal Selections (PWD) Yes 0 No 0

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Yes 0 No 0

ii. Internal Selections (PWD) Yes 0 No 0

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Yes 0 No 0

ii. Internal Selections (PWD) Yes 0 No 0

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Yes 0 No 0

ii. Internal Selections (PWD) Yes 0 No 0

|   |
|---|
| During the preparation of this report, the Agency did not have access to the applicant flow data specifically needed to answer this question. |
|---|

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.

a. SES

i. Qualified Internal Applicants (PWTD) Yes 0 No 0

ii. Internal Selections (PWTD) Yes 0 No 0

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Yes 0 No 0

ii. Internal Selections (PWTD) Yes 0 No 0

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Yes 0 No 0

ii. Internal Selections (PWTD) Yes 0 No 0

d. Grade GS-13

|   |       |      |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes 0 | No 0 |
| ii. Internal Selections (PWTD)          | Yes 0 | No 0 |

During the preparation of this report, the Agency did not have access to the applicant flow data specifically needed to answer this question.

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.

|                             |       |      |
|-----------------------------|-------|------|
| a. New Hires to SES (PWD)   | Yes 0 | No 0 |
| b. New Hires to GS-15 (PWD) | Yes 0 | No 0 |
| c. New Hires to GS-14 (PWD) | Yes 0 | No 0 |
| d. New Hires to GS-13 (PWD) | Yes 0 | No 0 |

During the preparation of this report, the Agency did not have access to the applicant flow data specifically needed to answer this question.

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.

|                              |       |      |
|------------------------------|-------|------|
| a. New Hires to SES (PWTD)   | Yes 0 | No 0 |
| b. New Hires to GS-15 (PWTD) | Yes 0 | No 0 |
| c. New Hires to GS-14 (PWTD) | Yes 0 | No 0 |
| d. New Hires to GS-13 (PWTD) | Yes 0 | No 0 |

During the preparation of this report, the Agency did not have access to the applicant flow data specifically needed to answer this question.

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.

- a. Executives
  - i. Qualified Internal Applicants (PWD) Yes 0 No 0
  - ii. Internal Selections (PWD) Yes 0 No 0
- b. Managers
  - i. Qualified Internal Applicants (PWD) Yes 0 No 0
  - ii. Internal Selections (PWD) Yes 0 No 0
- c. Supervisors
  - i. Qualified Internal Applicants (PWD) Yes 0 No 0
  - ii. Internal Selections (PWD) Yes 0 No 0

During the preparation of this report, the Agency did not have access to the applicant flow data specifically needed to answer this question.

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.
- a. Executives
    - i. Qualified Internal Applicants (PWTD) Yes 0 No 0
    - ii. Internal Selections (PWTD) Yes 0 No 0
  - b. Managers
    - i. Qualified Internal Applicants (PWTD) Yes 0 No 0
    - ii. Internal Selections (PWTD) Yes 0 No 0
  - c. Supervisors
    - i. Qualified Internal Applicants (PWTD) Yes 0 No 0
    - ii. Internal Selections (PWTD) Yes 0 No 0

During the preparation of this report, the Agency did not have access to the applicant flow data specifically needed to answer this question.

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.

|                                    |       |      |
|------------------------------------|-------|------|
| a. New Hires for Executives (PWD)  | Yes 0 | No 0 |
| b. New Hires for Managers (PWD)    | Yes 0 | No 0 |
| c. New Hires for Supervisors (PWD) | Yes 0 | No 0 |

During the preparation of this report, the Agency did not have access to the applicant flow data specifically needed to answer this question.

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.

|                                     |       |      |
|-------------------------------------|-------|------|
| a. New Hires for Executives (PWTD)  | Yes 0 | No 0 |
| b. New Hires for Managers (PWTD)    | Yes 0 | No 0 |
| c. New Hires for Supervisors (PWTD) | Yes 0 | No 0 |

During the preparation of this report, the Agency did not have access to the applicant flow data specifically needed to answer this question.

## Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for PWD, 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 personal 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.

Yes **X**      No 0      N/A 0

There were seven employees hired under Schedule A that were due for conversion. Of those seven, three were converted on time, one was not converted due to his/her below fully successful performance level, and three individuals separated from FSIS.

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)   | Yes X | No 0 |
| b. Involuntary Separations (PWD) | Yes X | No 0 |

Based on the 80% rule, PWD (100%) met the condition for adverse impact regarding total separations. Also, the total separation rate for PWD (13.09%) was disproportionately higher than the permanent workforce range (9.30%).

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)   | Yes X | No 0 |
| b. Involuntary Separations (PWTD) | Yes X | No 0 |

Based on the 80% rule PWTD (90.34%) met the condition for adverse impact regarding total separations. Also, the total separation rate for PWTD (3.98%) was disproportionately higher than the permanent workforce range (3.13%).

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.

Currently, the Agency does not track Agency-wide exit interview data. However, FEVS data indicated that employees, to include PWD and PWTD, may be leaving due a sense of low employee empowerment.

## **B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES**

Pursuant to 29 C.F.R. § 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/wps/portal/footer/policies-and-links>

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.

FSIS Internet page:

<https://www.fsis.usda.gov/wps/portal/informational/aboutfsis/structure-and-organization/om/om>

FSIS Intranet page:

<https://inside.fsis.usda.gov/fsis/emp/static/centerContent/fsisPage.jsp?keyword=propertyBranch>

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.

The Agency has incorporated Section 508 language in all Information Technology contracting for hardware, software, and support services to include the development of applications and systems.

### **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 Agency utilized an effective tracking and recordkeeping system. The average timeframe for processing requests for FY 2019 was 17 days. A total of 72 cases were processed with a range of processing time from 1 to 198 days. The cases on the higher of this range typically involved multi-faceted requests which resulted in a lengthy interactive period (between the Agency and the employee) to identify effective accommodations. The RA Program has implemented several tools to assist with reducing the timeframe for intaking and processing requests, to include better educating supervisor/managers on the process, as well as,

establishing due dates for employees to provide complete documentation once an initial request has been received. The RA Program also began including several managerial levels on requests rather than just the first line supervisor, which has improved processing times.

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 focus in FY 2019 was to continually improve the revamped program that was rolled out in FY 2018. This included creating email templates for the RA office to use in communications, tracking timelines each quarter and increasing training and awareness to employees and supervisors.

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

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide 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.

PAS procedures were drafted and sent to EEOC on January 30, 2019 for approval. The Agency is actively working with the OHRM and other USDA agencies to establish service provider(s) and required 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?

Yes **X**      No 0      N/A 0

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?

Yes 0      **No X**      N/A 0

- 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.

In FY 2019, there were no findings of discrimination alleging harassment based on disability.

## **B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION**

- 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?

**Yes X**      No X      N/A 0

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

Yes 0      **No X**      N/A 0

- 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.

In FY 2019, there were no findings of discrimination involving the failure to provide a reasonable accommodation.

### 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.

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

**Yes X**      No 0

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

**Yes X**      No 0      N/A 0

- 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.

|                   |  |
|-------------------|--|
| <b>Trigger(s)</b> | <i>Triggers were identified when measuring for disparate and adverse impact using a 10% variance and the 80% rule, respectively.</i> |
|-------------------|--|

|                                |  |
|--------------------------------|--|
|                                | <p><b><u>Hires:</u></b></p> <p><b><u>Disproportionate Impact:</u></b><br/> The permanent selection rate for PWD (3.82%) was disproportionately lower than the participation rate of PWD in the permanent FSIS workforce (9.30%). Additionally, the participation rate of PWD in the permanent FSIS workforce and the selection rate for PWD in permanent positions was below the Federal Target (12%).</p> <p>The permanent selection rate for PWTD (0.64%) was disproportionately lower than the participation rate for PWTD in the permanent workforce (3.13%) and below the Federal Target (2%).</p> <p><b><u>Adverse Impact:</u></b><br/> Using the 80% rule, PWD (19.53%) and PWTD (9.72%) met the condition for adverse impact regarding permanent hires.</p> <p><b><u>Total Separations:</u></b></p> <p><b><u>Disproportionate Impact:</u></b><br/> The total separation rate (to include voluntary and involuntary separations) for PWD (13.09%) was disproportionality higher than their respective permanent workforce range. Similarly, the total separation rate for PWTD (3.98%) was disproportionality higher than their respective permanent workforce range.</p> <p><b><u>Adverse Impact:</u></b><br/> PWD (100%) and PWTD (90.34%) met the condition for adverse impact with regard to total separations.</p> |
| <b>Barrier(s)</b>              | Triggers were identified within the hiring and separation of PWD and PWTD; as a result, a low entry/high exit rate barrier was identified.   |
| <b>Objective(s)</b>            | <p>Mitigate the identified barrier by enhancing the Agency’s RA program to help educate selecting officials, managers, and supervisors on their responsibility to employ and advance PWD and PWTD and provide them with effective RA to excel in the FSIS workforce.</p> <p>Mitigate the identified barrier by enhancing the Agency’s recruitment program, to increase the number of PWD and PWTD selected for vacant positions therefore, creating opportunities for employees to gain education and experience needed to attain and advance within the Agency.</p> <p><i>Note: Although the Agency does not have complete applicant flow data to determine where the barrier resides within the hiring process, the Agency believes that additional recruitment of PWD and PWTD will result in increased hiring of this group.</i></p>   |
| <b>Responsible Official(s)</b> | <b>Performance Standards Address the Plan?</b>   |

|   |  |   |
|---|--|---|
|   |  | <b>(Yes or No)</b>  |
| HR Director, RA Program Manager, Chief Training Officer, Hiring Officials, Supervisors and Managers |  | Yes   |
| <b>Barrier Analysis Process Completed?<br/>(Yes or No)</b>  |  | <b>Barrier(s) Identified?<br/>(Yes or No)</b>   |
| Yes   |  | Yes   |
| <b>Sources of Data</b>  | <b>Sources Reviewed?<br/>(Yes or No)</b> | <b>Identify Information Collected</b>   |
| Workforce Data Tables   | Yes                                      | Total Workforce – Distribution by Disability (Table B1); Permanent Hires by Disability (Table B8); Employee Recognition and Awards participation rates Distribution by Disability (Table B13); Total Separations by Disability (Table B14). |
| Complaint Data (Trends)   | Yes                                      | No FEAR data; iComplaint data involving failure to accommodate and disability.  |
| Grievance Data (Trends)   | No                                       |   |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)                     | Not Applicable                           | The Agency had no findings in FY 2019   |
| Climate Assessment Survey (e.g., FEVS)  | Yes                                      | FEVS, New IQ  |
| Exit Interview Data   | No                                       |   |
| Focus Groups  | Yes                                      | Program feedback from SEPMS   |
| Interviews  | No                                       |   |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)  | No                                       |   |
| Other:  | Yes                                      | Program employment compliance reviews; Civil Rights impact analyses   |

| <b>Target Date<br/>(mm/dd/yyyy)</b> | <b>Planned Activities</b>   | <b>Sufficient Staffing &amp; Funding<br/>(Yes or No)</b> | <b>Modified Date<br/>(mm/dd/yyyy)</b> | <b>Completion Date<br/>(mm/dd/yyyy)</b> |
|-------------------------------------|---|--|---------------------------------------|---|
| 09/30/2019                          | Post the Agency's approved RA and PAS procedures on the public website.   | Yes  | 09/30/2020                            |   |
| 09/30/2019                          | Continue with efforts to train workforce on RA and PAS procedures.  | Yes  | 09/30/2020                            |   |
| 09/30/2019                          | Collect applicant flow data for career development programs.  | Yes  | 09/30/2020                            |   |
| 09/30/2019                          | Conduct a climate assessment survey or a focus group of current employees with disabilities to ascertain whether they plan to leave the Agency and why.   | Yes  | 09/30/2020                            |   |
| 09/30/2019                          | Conduct outreach activities with colleges and universities, agencies, organizations, and groups who work with and provide services to disabled veterans and professionals.  | Yes  | 09/30/2020                            |   |
| 09/30/2019                          | Utilize Agency-wide Mentoring Program that will provide mentor-protégé experience that will assist in strengthening employees' core leadership competencies.  | Yes  | 09/30/2020                            |   |
| 09/30/2019                          | Update and disseminate to the workforce RA guidance that provides clear distinctions of roles and responsibilities; identifies timeframes for processing requests and providing accommodations; provide instructions to determine alternative accommodations under extenuating circumstances; and outlines requirements for medical documentations. | Yes  | 09/30/2020                            |   |
| 09/30/2019                          | Continue to implement the Agency's new Reasonable Accommodation training program. The program will provide a multi-functional approach  | Yes  | 09/30/2020                            |   |

|  |  |  |  |  |
|--|--|--|--|--|
|  | to training and organization effectiveness through leadership development, coaching and consulting. This includes delivering quarterly training to new supervisors; offering year-round classroom training; and ensuring self-reading material/technical resources are accessible. |  |  |  |
|--|--|--|--|--|

| Fiscal Year | Accomplishments  |
|-------------|--|
| 2019        | On January 30, 2019, a draft of RA procedures was submitted to the EEOC.   |
| 2019        | The Agency utilized an effective tracking and recordkeeping system. The average timeframe for processing requests for FY 2019 was 17 days. A total of 72 cases were processed with a range of processing time from 1 to 198 days. The cases on the higher end of days to process typically involved multi-faceted requests which have a lengthy interactive period (between the Agency and the employee) to identify effective accommodations. The RA Program has implemented several tools to assist with reducing the timeframe for intaking and processing requests, to include better educating supervisor/managers on the process, as well as, establishing due dates for employees to provide complete documentation once an initial request has been received. The program also began including several managerial levels on requests rather than just the first line supervisor, which is improving processing times.  |
| 2019        | The Agency collected applicant flow data for employees that applied for the career development programs. The applicant flow data was analyzed to identify potential triggers impacting PWD and PWTD.   |
| 2019        | <p>On the following dates RA training was provided to management and the FSIS workforce during Frontline Supervisors meetings, all-hands meetings, and New Supervisory Trainings (NST). Participant survey data indicated 4.8 out of 5 for professionalism, communicating clearly and addressing issues and questions. Additionally, multiple district management teams provided kudos on the training to OM and OHR senior leadership.</p> <p>4/11/2019 – Des Moines District FLS Meeting (27 attendees)<br/> 4/16/2019 – Denver District FLS Meeting (24 attendees)<br/> 4/24/2019 – Alameda District FLS Meeting (26 attendees)<br/> 4/25/2019 – OPHS WL Supervisors (3 attendees)<br/> 5/7/2019 – Jackson District FLS Meeting (30 attendees)<br/> 5/9/2019 – Raleigh District FLS Meeting (27 attendees)<br/> 5/15/2019 – OPPD All-Hands Meeting (44 attendees)<br/> 6/25/2019 – Civil Rights Employee Engagement Meeting (15 attendees)<br/> 8/17/2019 – NST Program (25 attendees)<br/> 8/28/2019 – FSIS Gateway RA Webinar (40 attendees)<br/> 9/12/2019 – Chicago District FLS Meeting (25 attendees)<br/> 9/17/2019 – NST Program (25 attendees)</p> |

|      |   |
|------|---|
| 2019 | FSIS updated the Agency's RA guidance and posted it on the OHR portal and advertised it in the Wednesday Newslines. Instructions were built into the updated FSIS RA directive, which was cleared through OM but is now in a holding phase.   |
| 2019 | The Agency contoured to utilize its Agency-wide Mentoring Program to provide a mentor-protégé experience and "on-line/off-line" job shadowing with web-based systems that assisted in strengthening employees' core leadership competencies. In FY 2019, the Agency facilitated a 3-pronged mentoring program, supported by on-line resources, that used formal mentoring, situational mentoring, and new supervisor sponsorship. The formal mentoring program established a total of 54 participants that included 27 matched pairs of Mentors / Protégés. |
| 2019 | The Agency also hosted 6 Resume Writing Course workshops at central sites within the Districts to provide guidance on resume writing and applying to jobs through USAJobs. These voluntary workshops were announced in the Wednesday Newslines and Beacon and publicized by the EEOACs and SEPMs.   |

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

Most of the planned activities have been completed or are in an ongoing status. It is noted that some planned activities are newly developed strategies for employing PWD and PWTD, and more time is needed to see greater change.

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

In FY 2019, the Agency conducted numerous outreach activities with colleges and universities, agencies, organizations, and groups who work with and provide services to disabled veterans and professionals. FSIS attended a total of five events focused on the recruitment of veterans and disabled veterans. During these events, the Agency provided guidance to disabled veterans and professionals with disabilities about FSIS' recruitment process, including resume feedback. The Veterans and Disability Recruitment Coordinator also worked with agencies and organizations in finding qualified non-competitive applicants to fill vacancies in the Philadelphia and Raleigh Districts, and OFO Resource Management and Financial Planning Staff. Additionally, the Coordinator met with the Food Safety Veterinary Team at Joint Base Lewis-McChord to provide FSIS career information to transitioning service members, including those with disabilities. FSIS conducted outreach during the National Frontline Supervisors meeting to hiring managers on the Food Inspector Apprenticeship Program, which targets veterans and disabled veterans for Food Inspector positions. The Agency also provided position descriptions and announcements to the Department's Military Veterans Agricultural Liaison to search for qualified applicants to refer for employment with FSIS utilizing special hiring authorities. Lastly, FSIS continued to provide veterans' resumes to HR specialists to share with programs or Districts with vacancies.

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.

The planned activities resulted in improvements in the employment rate of PWTD; however, more time is needed to see greater change. The Agency will continue to implement and monitor these activities and additional strategies to further improve the representation of PWD and PWTD.

## Agency FY 2019 Hispanic Representation Workforce Analysis

In FY 2019, Hispanics represented 9.92% of the *total* FSIS workforce for both permanent and temporary employees. Hispanic females were 4.45% of the workforce, below their CLF representation of 4.79%, and Hispanic males were 5.47% of the workforce, above their CLF representation of 5.17%. However, applying a ten percent variance to the respective CLF Hispanic females were not underrepresented and Hispanic males were not underrepresented on the FSIS workforce. Hispanics were 9.97% of the Agency's *permanent* workforce, with Hispanic females accounting for 4.46% and Hispanic males comprising 5.51% of employees.

Representation on the permanent workforce at the GS-12 through SES in FY 2019 was:

|               | <b>GS-12</b> | <b>GS-13</b> | <b>GS-14</b> | <b>GS-15</b> | <b>SES</b> |
|---------------|--------------|--------------|--------------|--------------|------------|
| <b>Female</b> | 2.90%        | 2.94%        | 3.54%        | 3.57%        | 0%         |
| <b>Male</b>   | 3.96%        | 2.57%        | 3.15%        | 3.57%        | 4.17%      |

Hispanic female and male employment at these grades were below their respective CLF representations; females were not represented in the SES. Hispanic females and males were also represented in all these grades at lower rates than White and Black females. The exception was SES where Black females were not represented. Asian female representation at these grades was comparable to Hispanic female and male representations except at GS-14, where Asian female representation was 1% above that of Hispanic females and 2% above that of Hispanic males.

The Agency's MCOs and series are: Consumer Safety (0696); Veterinary Medical Science (0701); Consumer Safety Inspection (1862); and Food Inspection (1863). Hispanic males were underrepresented in Consumer Safety (3.24%) when compared to the RCLF (5.40%). Hispanic females were underrepresented in Consumer Safety Inspection (3.92%) when compared to the RCLF (4.90%).

### **Identified Triggers and Possible Barriers**

The Agency also determined that Hispanic females were underrepresented in GS-11, clustered in GS-12 and GS-13 and underrepresented in the GS-14 and GS-15 grade levels; thus, hindering their advancement into the leadership and SES positions.

In FY 2019, no internal Hispanic female and male applicants were selected at the GS-14 and GS-15 grades. At both the GS-14 and GS-15 grade levels, qualified Hispanic males exceeded both the CLF and Agency benchmarks. Consequently, Hispanic female and male internal applicants are experiencing a blocked pipeline for internal selections at the GS-14 and GS-15 levels, grades that lead to the SES in FSIS.

### **FSIS Hispanic Representation Root Cause Analysis**

During FY 2019, the Agency continued its ongoing efforts to increase Hispanic representation in its workforce by:

- Posting and promoting vacancy announcements at Hispanic-Serving Institutions (HSIs) and workforce centers to reach Hispanics; and

- Hiring two Hispanic students under the Agency’s Volunteer Student Program.

In FY 2019, the Agency made the following training and development programs available to employees: (1) New Supervisor Training Program (NSTP); (2) Experienced Supervisor Training; (3) Escalade Leadership Development Program; (4) Learning Trove Program; and (5) Gateway and Mentoring programs. These programs, which were also available to Hispanics, aimed to assist with career development and advancement into senior grade levels.

Further, the Agency shared information through the Hispanic employees’ network about leadership and career development trainings, as well as vacancy announcements for mid-level and management positions, including the training and development programs. (Table 1)

**Table 1:** FSIS Hispanic Employees Training Participation, FY 2019

| <b>FSIS Training Program</b>   | <b>Hispanic Employees Trained</b> |
|--|-----------------------------------|
| New Supervisor Training Program  | 3                                 |
| Experienced Supervisor Training Program  | 2                                 |
| Escalade Leadership Development Program  | 3                                 |
| Gateway Program  | 3                                 |
| Learning Trove Program ( <i>includes open-enrollment and customized training</i> ) | 31                                |
| Mentoring Program  | 2                                 |
| <b>Total:</b>  | <b>44</b>                         |

Due to a USDA-wide system issue the Agency was unable to obtain FY 2019 applicant flow data for Hispanic applicants and selections for MCO permanent positions.

In FY 2019, Hispanic females separated at a rate of 2.70% and Hispanic males at a rate of 3.70%.

## USDA Civil Rights Policy Statement

The hallmark of my tenure as Secretary of the U.S. Department of Agriculture (USDA) is to do right and feed everyone and I don't intend for that to be just a hollow creed. This pledge is at the heart of our work, which includes our commitment to protecting the civil rights of all USDA employees and customers.

Doing right means treating all people equally, regardless of race, religion, gender, national origin, or any other characteristic. We are part of the same human family, imbued with dignity and worthy of respect. I expect every USDA employee to foster a workplace free from discrimination, harassment, and retaliation so everyone can reach his or her full potential. Our workplace will be a model for proper enforcement of civil rights protections, not only because it's the law, but also because it's the right thing to do.

Feeding everyone means it doesn't matter what you look like or where you come from, USDA programs are for you. Hunger knows no color or creed. Whether we are responding to disasters with food aid, cultivating sustainable agriculture programs overseas, or improving school meals here at home, at USDA we know food has the power to unite.

When you start with a simple expression of integrity and equality, upholding civil rights and all the freedoms enshrined in our laws is not just compulsory, it becomes intrinsic. For that reason and working together, we will continue to return to our touchstone: Do right ... by everyone ... and feed everyone.

Sonny Perdue Secretary



United States Department of Agriculture

Office of the Secretary  
Washington, D.C. 20250

May 25, 2018

USDA ANTI HARASSMENT POLICY

The U.S. Department of Agriculture (USDA) is committed to creating and maintaining a talented, diverse, and inclusive workforce. USDA provides employment opportunities, programs, and services to the American public in a manner that demonstrates our commitment to fairness, integrity, and equality. USDA is dedicated to ensuring a workplace free of all forms of harassment. In accordance with requirements established by the U.S. Supreme Court in Burlington Industries, Inc. v. Ellerth, 524 U.S. 742 (1998), and Faragher v. City of Boca Raton, 524 U.S. 775 (1998), 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.<sup>1</sup>

My expectation for all employees and contractors is simple—“Do right and feed everyone.” In order to do right, we must help employees avoid actions or statements considered inappropriate. It is important to define what these terms mean.

- **Discrimination:** Discrimination is defined under federal statutes as unlawful treatment or prejudicial denial of benefits, services, rights, or privileges to a person or persons because of:
  - Race;<sup>2</sup>
  - Color;<sup>3</sup>
  - National Origin;<sup>4</sup>
  - Religion;<sup>5</sup>
  - Sex;<sup>6</sup>
  - Disability;<sup>7</sup>
  - Age;<sup>8</sup> or
  - Genetic Information.<sup>9</sup>

Presidential Executive Orders and USDA’s published regulations cover additional bases of discrimination including:

<sup>1</sup> See Exec. Order No. 11246, 30 FR 12319 (1965), as amended by Exec. Order 13672, 79 FR 72985 (2014).

<sup>2</sup> 42 U.S.C. § 2000e-16 (2017); 7 C.F.R. § 15d.3 (2017); 29 C.F.R. § 1614 (2017).

<sup>3</sup> 42 U.S.C. § 2000e-16 (2017); 7 C.F.R. § 15d.3 (2017); 29 C.F.R. § 1614 (2017).

<sup>4</sup> 42 U.S.C. § 2000e-16 (2017); 7 C.F.R. § 15d.3 (2017); 29 C.F.R. § 1614 (2017).

<sup>5</sup> 42 U.S.C. § 2000e-16 (2017); 7 C.F.R. § 15d.3 (2017); 7 C.F.R. § 16; 29 C.F.R. § 1614 (2017).

<sup>6</sup> 42 U.S.C. § 2000e-16 (2017); 7 C.F.R. § 15d.3 (2017); 29 C.F.R. § 1614 (2017).

<sup>7</sup> 29 U.S.C. § 794 (2017); 7 C.F.R. §§ 15b, 15d.3, and 15e (2017); 29 C.F.R. § 1614 (2017).

<sup>8</sup> 29 U.S.C. § 633a (2017); 7 C.F.R. 15d.3 (2017); 29 C.F.R. § 1614 (2017).

<sup>9</sup> 42 U.S.C. § 2000ff (2017); 29 C.F.R. § 1614 (2017).

- Sexual Orientation;<sup>10</sup>
  - Marital Status;<sup>11</sup>
  - Familial and/or Parental Status;<sup>12</sup>
  - Income Derived from a Public Assistance Program;<sup>13</sup>
  - Political Beliefs;<sup>14</sup> or
  - Gender Identity.<sup>15</sup>
- **Retaliation:** Taking an action that might deter a reasonable person from participating in activity protected by antidiscrimination and/or whistleblower laws. Protected activity includes: complaining about discriminatory or harassing behavior; disclosing or reporting violations of law, rule, or procedure or disclosing or reporting fraud, waste, and abuse; and assisting with investigations into allegations of discrimination. It includes being fired, demoted, harassed, or otherwise retaliated against because of either having filed a charge of discrimination, complained about discrimination, or participated in an employment discrimination proceeding (such as an investigation or lawsuit). Retaliatory actions are not limited to formal personnel actions such as termination, demotion, non-promotion, or non-selection. Retaliatory actions are broadly defined to include harassing behavior, significant changes to job duties or working conditions, and even threats to take personnel actions.
  - **Harassment:** Harassment is unwelcome conduct that is 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 enduring the offensive conduct becomes a condition of continued employment or the conduct is sufficiently severe or pervasive to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. “Sexual” harassment is a particular type of harassment that includes unwelcome conduct such as sexual advances; requests for sexual favors or dates; remarks about an individual’s appearance; discussions, remarks, or jokes of a sexual nature; and other verbal or physical harassment of a sexual nature. It is a type of discriminatory behavior where an individual is subjected to unwelcome verbal or physical conduct that is so objectively offensive as to alter the victim’s terms and conditions of employment. The harasser can be the victim’s supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Harassing conduct may include, but is not limited to, the following actions:

1. Sexual harassment, which is a particularly egregious form of prohibited harassment and a form of sex discrimination prohibited by law and regulation.

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<sup>10</sup> Exec. Order No. 13087, 63 FR 30097 (1998); 7 C.F.R. § 15d.3 (2017).

<sup>11</sup> 7 .C.F.R. § 15d.3 (2017).

<sup>12</sup> Exec. Order No. 13160, 65 FR 39775 (2000).

<sup>13</sup> 7 .C.F.R. § 15d.3 (2017).

<sup>14</sup> 7 .C.F.R. § 15d.3 (2017).

<sup>15</sup> Exec. Order 13672, 79 FR 72985 (2014); 7 .C.F.R. § 15d.3 (2017).

Harassing conduct is often, but not always, sexual in nature. USDA policy forbids harassment based on gender regardless of whether the offensive conduct is sexual in nature or whether the harassing individual and the individual being harassed are of the same sex. Unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct based on sex (whether or not it is sexual in nature) constitute sexual harassment when:

- a. Submission to such conduct is either an explicit or implicit term or condition of employment; or
  - b. Submission to or rejection of the conduct is used as a basis for making employment decisions; or
  - c. The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, offensive, or hostile environment.
2. Use of derogatory words, phrases, epithets, gestures, pictures, drawings, or cartoons not otherwise protected by the First Amendment's guarantee of the right to freedom of speech and of the right to religious free exercise:
- a. Targets 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, regardless of the means of delivery (that is, verbal or electronic communication); or
  - b. Intimidates, abuses, offends, or creates a hostile work environment.
3. The use of electronic devices or forms of communication (computers, cellular telephones, tablets, internet, email and/or other technological equipment) to harass, demean, or degrade another. This includes the viewing, downloading, storage, or distribution of pornographic or sexually explicit material on the employer's electronic systems whether in the workplace or not, whether on duty or off duty, and whether or not another employee witnesses it.
4. Retaliation against any individual for reporting matters under this policy, or for an individual's involvement in an inquiry related to such a report.

Employees who witness harassment should immediately report it to their manager, supervisor, to another management official in your office or agency, or to your civil rights office. Any individual who believes he or she has been subjected to or witnessed harassment in the workplace is encouraged to inform the alleged harasser directly that the conduct is unwelcome and must stop. Additionally, harassment reports should be made with USDA's Office of the Assistant Secretary for Civil Rights, CR-info@ascr.usda.gov, or (202) 401-0005 (local) or

1-800-795-3272 (outside/toll free), or the individual subcomponent Civil Rights Office where the individual works or believes harassment has occurred. A list of these resources, along with contacts at the Office of Human Resources Management, Office of Inspector General, Office of the General Counsel, Office of Ethics, and individual subcomponent Mission Area Human Resources Offices, are attached to this policy.

Reports of harassment must be addressed in a prompt, impartial, and confidential manner to the extent allowed by law. Only individuals who determine if harassment occurred, or develop recommendations and implement corrective measures, shall be made aware of harassment reports.

Any individual who initiates a harassment complaint or provides information related to a harassment complaint may do so without fear of retaliation before, during, and after the inquiry or investigative process. Appropriate steps will be taken to investigate and remedy any known incidents or reports of harassment within established timeframes by impartial parties. If a record of inquiry supports a finding that harassment has occurred, or that an individual has failed to follow the procedures outlined in this policy, that individual will be subject to the appropriate corrective and/or disciplinary actions, not limited to reprimand, suspension, demotion, or removal.

Individuals who believe they have been subjected to unlawful discrimination, including sexual harassment or reprisal for harassment-related civil rights activity, may also file a complaint of discrimination by contacting an Equal Employment Opportunity (EEO) Counselor at 1-800-787-8821 within 45 calendar days of the alleged incident. Failure to do so may result in dismissal of the EEO complaint for untimeliness. However, expiration of the 45 calendar-day period does not preclude the individual from reporting the incident to an appropriate official to have the incident investigated.

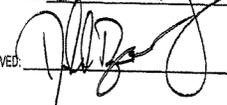
This anti-harassment process is distinct and separate from any rights or obligations in the EEO, Merit Systems Protection Board (MSPB), or internal grievance processes. Reporting harassment is not equivalent to filing an EEO complaint under 29 C.F.R. Part 1614.

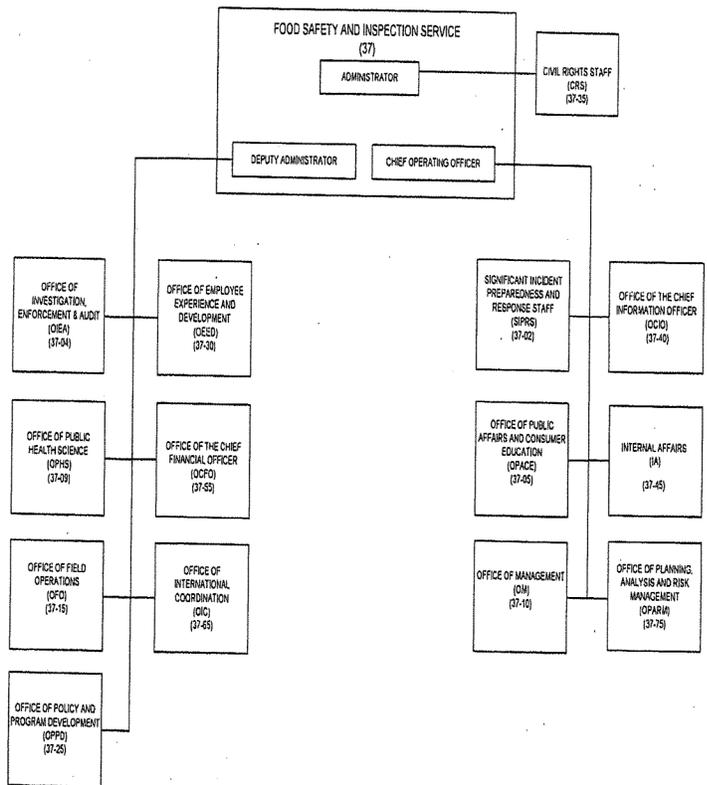


Sonny Perdue  
Secretary

# FSIS Organizational Chart FY 2019

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

RECOMMENDED:  DATE \_\_\_\_\_  
 APPROVED:  DATE OCT -1 2018



FSIS ensures that the nation's commercial supply of meat, poultry, egg products, and catfish is safe, wholesome, and correctly labeled and packaged as required by the Federal Meat Inspection Act, the Poultry Products Inspection Act, the Egg Products Inspection Act, and Catfish Regulations. Supersedes Chart approved 12/10/2015.

FSIS (1)

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 2019

**PART I - PRE-COMPLAINT ACTIVITIES**

|   | COUNSELING | INDIVIDUALS |
|---|------------|-------------|
| INTENTIONALLY LEFT BLANK  |            |             |
| <b>TOTAL COMPLETED/ENDED COUNSELING</b>   |            |             |
| <b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>   | 139        | 138         |
| C.1. COUNSELED WITHIN 30 DAYS   | 48         | 48          |
| C.2. COUNSELED WITHIN 31 TO 90 DAYS   | 91         | 91          |
| C.2.a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS                                       | 21         | 21          |
| C.2.b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR  | 70         | 70          |
| C.2.c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY   | 0          | 0           |
| C.3. COUNSELED BEYOND 90 DAYS   | 0          | 0           |
| C.4. COUNSELED DUE TO REMANDS   | 0          | 0           |
| <b>D. PRE-COMPLAINT ACTIVITIES</b>  |            |             |
| D.1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD   | 29         | 29          |
| D.2. INITIATED DURING THE REPORTING PERIOD  | 137        | 134         |
| <b>D.3. COMPLETED/ENDED COUNSELINGS</b>   | 139        | 138         |
| D.3.a. SETTLEMENTS (MONETARY AND NON-MONETARY)  | 6          | 6           |
| D.3.b. WITHDRAWALS/NO COMPLAINT FILED   | 79         | 79          |
| D.3.c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD | 51         | 51          |
| D.3.d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD                                  | 3          | 3           |
| D.4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD   | 27         | 27          |

| <b>E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS</b>     |            |             |        |
|--|------------|-------------|--------|
|  | 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 |
| <b>F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS</b> |            |             |        |
|  | COUNSELING | INDIVIDUALS |        |
| F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL  | 2          | 2           |        |
| 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                                       | 1          | 1           |        |
| 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          | 1           |        |
| 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           |        |
| <b>G. ADR SETTLEMENTS WITH MONETARY BENEFITS</b>         |            |             |        |
|  | COUNSELING | INDIVIDUALS | AMOUNT |
| G. ADR SETTLEMENTS WITH MONETARY BENEFITS TOTAL          | 0          | 0           | \$0.00 |
| G.1. COMPENSATORY DAMAGES                                | 0          | 0           | \$0.00 |
| G.2. BACKPAY/FRONTPAY                                    | 0          | 0           | \$0.00 |
| G.3. LUMP SUM PAYMENT                                    | 0          | 0           | \$0.00 |
| G.4. ATTORNEY FEES AND COSTS                             | 0          | 0           | \$0.00 |
| G.5. Other   | 0          | 0           | \$0.00 |
| G.6.   | 0          | 0           | \$0.00 |
| <b>H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS</b>     |            |             |        |
|  | COUNSELING | INDIVIDUALS |        |
| H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS TOTAL      | 4          | 4           |        |
| H.1. HIRES   | 0          | 0           |        |
| H.1.a. RETROACTIVE                                       | 0          | 0           |        |
| H.1.b. NON-RETROACTIVE                                   | 0          | 0           |        |
| H.2. PROMOTIONS  | 1          | 1           |        |
| H.2.a. RETROACTIVE                                       | 0          | 0           |        |
| H.2.b. NON-RETROACTIVE                                   | 1          | 1           |        |
| H.3. EXPUNGEMENTS  | 0          | 0           |        |
| H.4. REASSIGNMENTS                                       | 1          | 1           |        |
| H.5. REMOVALS RESCINDED                                  | 0          | 0           |        |
| H.5.a. REINSTATEMENT                                     | 0          | 0           |        |
| H.5.b. VOLUNTARY RESIGNATION                             | 0          | 0           |        |
| H.6. ACCOMMODATIONS                                      | 1          | 1           |        |
| H.7. TRAINING  | 2          | 2           |        |
| H.8. APOLOGY   | 0          | 0           |        |
| H.9. DISCIPLINARY ACTIONS                                | 0          | 0           |        |
| H.9.a. RESCINDED   | 0          | 0           |        |
| H.9.b. MODIFIED  | 0          | 0           |        |
| H.10. PERFORMANCE EVALUATION MODIFIED                    | 0          | 0           |        |
| H.11. LEAVE RESTORED                                     | 0          | 0           |        |
| H.12. NEUTRAL REFERENCE                                  | 0          | 0           |        |
| H.13. Other  | 0          | 0           |        |
| H.14.  | 0          | 0           |        |
| <b>I. NON-ADR SETTLEMENTS</b>                            |            |             |        |
|  | COUNSELING | INDIVIDUALS |        |
| TOTAL  | 2          | 2           |        |

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 2019

**PART II - FORMAL COMPLAINT ACTIVITIES**

|     |  |
|-----|--|
| 78  | A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD   |
| 58  | B. COMPLAINTS FILED  |
| 3   | C. REMANDS (sum of lines C1+C2+C3)   |
| 1   | C.1. REMANDS (NOT INCLUDED IN A OR B)  |
| 2   | 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 |
| 137 | D. TOTAL COMPLAINTS  |
| 131 | E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED   |
| 50  | F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD  |
| 6   | G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED   |
| 0   | H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD  |
| 89  | I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]           |
| 56  | J. INDIVIDUALS FILING COMPLAINTS (Complainants)  |
| 3   | 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  |                |          |
| <b>A.1. WORKFORCE</b>  |            |          |               |          |                |          |
| A.1.a. TOTAL WORK FORCE  | 9004       |          |               |          |                |          |
| A.1.b. PERMANENT EMPLOYEES   | 8782       |          |               |          |                |          |
| <b>A.2. COUNSELOR</b>  |            |          |               |          |                |          |
| A.2.a. FULL-TIME   | 3          | 100      | 0             | 0        |                |          |
| A.2.b. PART-TIME   | 0          | 0        | 0             | 0        |                |          |
| A.2.c. COLLATERAL DUTY   | 0          | 0        | 0             | 0        |                |          |
| <b>A.3. INVESTIGATOR</b>   |            |          |               |          |                |          |
| A.3.a. FULL-TIME   | 0          | 0        | 10            | 100      |                |          |
| A.3.b. PART-TIME   | 0          | 0        | 0             | 0        |                |          |
| A.3.c. COLLATERAL DUTY   | 0          | 0        | 0             | 0        |                |          |
| <b>A.4. COUNSELOR/INVESTIGATOR</b>   |            |          |               |          |                |          |
| 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>B. AGENCY &amp; CONTRACT STAFF TRAINING</b>                             |            |          |               |          |                |          |
|  | COUNSELORS |          | INVESTIGATORS |          | COUNS/INVESTIG |          |
|  | AGENCY     | CONTRACT | AGENCY        | CONTRACT | AGENCY         | CONTRACT |
| <b>B.1. NEW STAFF (NS) - TOTAL</b>   |            |          |               |          |                |          |
| 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>B.2. EXPERIENCED STAFF (ES) - TOTAL</b>                                 |            |          |               |          |                |          |
| B.2.a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS                            | 0          | 0        | 0             | 10       | 0              | 0        |
| B.2.b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF      | 3          | 0        | 0             | 10       | 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 NO<br>X                            |
| 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  | Director                               |
| 4.  | WHO DOES THAT PERSON REPORT TO?  |  |
|     | PERSON   | Mindy Brashcars                        |
|     | TITLE  | Deputy Under Secretary for Food Safety |

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 2019

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

| ISSUES OF ALLEGED DISCRIMINATION       | BASES OF ALLEGED DISCRIMINATION  |       |   |                           |       |                   |       |       |          |          |     |     | TOTAL ALL COMPLAINTS BY ISSUE | TOTAL ALL COMPLAINTS BY ISSUES |     |
|--|----------------------------------|-------|---|---------------------------|-------|-------------------|-------|-------|----------|----------|-----|-----|-------------------------------|--------------------------------|-----|
|  | RACE                             |       |   |                           |       |                   |       | COLOR | RELIGION | REPRISAL | AGE | SEX |                               |                                |     |
|  | AMERICAN INDIAN OR ALASKA NATIVE | ASIAN | NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER | BLACK OR AFRICAN AMERICAN | WHITE | TWO OR MORE RACES | OTHER |       |          |          |     |     |                               |                                |     |
| A. APPOINTMENT/TIMES                   | 0                                | 0     | 0   | 0                         | 0     | 0                 | 0     | 0     | 0        | 0        | 0   | 0   | 0                             | 0                              | 0   |
| B. ASSIGNMENT OF DUTIES                | 0                                | 1     | 0   | 1                         | 0     | 0                 | 0     | 0     | 2        | 2        | 0   | 0   | 0                             | 14                             | 4   |
| C. AWARDS                              | 0                                | 0     | 0   | 1                         | 0     | 0                 | 0     | 0     | 0        | 2        | 0   | 0   | 0                             | 2                              | 2   |
| D. CONVERSION TO FULL TIME/TERM STATUS | 0                                | 0     | 0   | 0                         | 0     | 0                 | 0     | 0     | 0        | 0        | 0   | 0   | 0                             | 0                              | 0   |
| E. DISCIPLINARY ACTION                 | 1                                | 0     | 0   | 1                         | 2     | 0                 | 1     | 0     | 0        | 20       | 0   | 0   | 0                             | 24                             | 11  |
| E.1. DEMOTION                          | 0                                | 0     | 0   | 0                         | 0     | 0                 | 0     | 0     | 0        | 0        | 0   | 0   | 0                             | 0                              | 0   |
| E.2. REPRIMAND                         | 0                                | 0     | 0   | 0                         | 1     | 0                 | 0     | 0     | 0        | 4        | 0   | 0   | 0                             | 5                              | 4   |
| E.3. SUSPENSION                        | 0                                | 0     | 0   | 2                         | 1     | 0                 | 1     | 0     | 2        | 0        | 0   | 0   | 0                             | 5                              | 4   |
| E.4. REMOVAL                           | 0                                | 0     | 0   | 2                         | 0     | 0                 | 0     | 0     | 0        | 1        | 0   | 0   | 0                             | 3                              | 3   |
| E.5. DISCIPLINARY WARNING              | 1                                | 0     | 0   | 1                         | 0     | 0                 | 0     | 0     | 0        | 0        | 0   | 0   | 0                             | 2                              | 2   |
| 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     | 0     | 1        | 1        | 0   | 0   | 0                             | 2                              | 2   |
| H. EXAMINATION/TEST                    | 0                                | 0     | 0   | 0                         | 0     | 0                 | 0     | 0     | 0        | 0        | 0   | 0   | 0                             | 0                              | 0   |
| I. HARASSMENT                          | 2                                | 0     | 0   | 0                         | 1     | 1                 | 1     | 0     | 1        | 23       | 0   | 0   | 0                             | 28                             | 15  |
| I.1. NON-SEXUAL                        | 2                                | 0     | 0   | 0                         | 1     | 1                 | 1     | 0     | 1        | 21       | 0   | 0   | 0                             | 27                             | 14  |
| I.2. SEXUAL                            | 0                                | 0     | 0   | 0                         | 0     | 0                 | 0     | 0     | 0        | 2        | 0   | 0   | 0                             | 2                              | 1   |
| 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        | 1        | 0   | 0   | 0                             | 2                              | 2   |
| L. PROMOTION/NON-SELECTION             | 0                                | 0     | 0   | 3                         | 2     | 0                 | 0     | 0     | 1        | 7        | 0   | 0   | 0                             | 13                             | 13  |
| M. REASSIGNMENT                        | 0                                | 1     | 0   | 2                         | 2     | 0                 | 0     | 0     | 1        | 4        | 0   | 0   | 0                             | 7                              | 7   |
| M.1. DIRECTED                          | 0                                | 0     | 0   | 0                         | 0     | 0                 | 0     | 0     | 0        | 0        | 0   | 0   | 0                             | 0                              | 0   |
| M.2. DIRECTED                          | 0                                | 1     | 0   | 2                         | 2     | 0                 | 0     | 0     | 1        | 4        | 0   | 0   | 0                             | 7                              | 7   |
| N. REASONABLE ACCOMMODATION            | 0                                | 0     | 0   | 0                         | 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   |
| P. RELIGIOUS ACCOMMODATION             | 0                                | 0     | 0   | 0                         | 0     | 0                 | 0     | 0     | 0        | 0        | 0   | 0   | 0                             | 0                              | 0   |
| Q. RETIREMENT                          | 0                                | 0     | 0   | 1                         | 0     | 0                 | 0     | 1     | 1        | 2        | 0   | 0   | 0                             | 4                              | 4   |
| R. SEX-STEREOTYPING                    | 0                                | 0     | 0   | 0                         | 0     | 0                 | 0     | 0     | 0        | 0        | 0   | 0   | 0                             | 0                              | 0   |
| S. TELEWORK                            | 1                                | 0     | 0   | 2                         | 0     | 0                 | 1     | 0     | 0        | 2        | 0   | 0   | 0                             | 5                              | 5   |
| T. TERMINATION                         | 0                                | 0     | 0   | 1                         | 0     | 0                 | 0     | 0     | 1        | 5        | 0   | 0   | 0                             | 7                              | 7   |
| U. TERMS/CONDITIONS OF EMPLOYMENT      | 1                                | 1     | 0   | 1                         | 0     | 0                 | 0     | 0     | 1        | 13       | 0   | 0   | 0                             | 17                             | 17  |
| V. TIME AND ATTENDANCE                 | 1                                | 0     | 0   | 1                         | 0     | 0                 | 1     | 0     | 2        | 13       | 0   | 0   | 0                             | 18                             | 18  |
| W. TRAINING                            | 0                                | 0     | 0   | 0                         | 1     | 0                 | 1     | 0     | 0        | 1        | 0   | 0   | 0                             | 3                              | 3   |
| 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   |
| TOTAL ALL ISSUES BY BASES              | 6                                | 1     | 0   | 25                        | 6     | 1                 | 23    | 10    | 10       | 101      | 0   | 0   | 0                             | 147                            | 147 |

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AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service

REPORTING PERIOD: FY 2019

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

| ISSUES OF ALLEGED DISCRIMINATION    | BASIS OF ALLEGED DISCRIMINATION |   |   |                           |        |                   |       |          |          |  | TOTAL ALL BASES BY ISSUE | TOTAL ALL COMPLAINTS BY ISSUE | TOTAL ALL COMPLAINANTS BY ISSUE |
|-------------------------------------|---------------------------------|---|---|---------------------------|--------|-------------------|-------|----------|----------|--|--------------------------|-------------------------------|---------------------------------|
|                                     | Race                            |   |   | BLACK OR AFRICAN AMERICAN | % HISP | TWO OR MORE RACES | COLOR | RELIGION | REPRISAL |  |                          |                               |                                 |
| AMERICAN INDIAN OR ALASKA NATIVE    | ASIAN                           | NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER |   |                           |        |                   |       |          |          |  |                          |                               |                                 |
| TOTAL ALL COMPLAINTS FILED BY BASES | 2                               | 2   | 0 | 19                        | 4      | 1                 | 12    | 8        | 48       |  |                          |                               |                                 |
| TOTAL ALL COMPLAINANTS BY BASES     | 2                               | 2   | 0 | 18                        | 4      | 1                 | 12    | 8        | 48       |  |                          |                               |                                 |

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REPORTING PERIOD: FY 2019

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

| ISSUES OF ALLEGED DISCRIMINATION       | BASES OF ALLEGED DISCRIMINATION |        |      |                                  |                   |       |               |        |            |        |          | TOTAL ALL BASES BY ISSUE | TOTAL ALL COMPLAINTS BY ISSUE | TOTAL ALL COMPLAINTANTS BY ISSUE |       |   |
|--|---------------------------------|--------|------|----------------------------------|-------------------|-------|---------------|--------|------------|--------|----------|--------------------------|-------------------------------|----------------------------------|-------|---|
|  | SEX                             |        |      | PREGNANT Y<br>DISCRIMINATION ACT | NATIONAL ORIGIN   |       | EQUAL PAY ACT |        | DISABILITY |        |          |                          |                               |                                  |       |   |
|  | MALE                            | FEMALE | LGBT |                                  | HISPANIC / LATINO | OTHER | MALE          | FEMALE | AGE        | MENTAL | PHYSICAL |                          |                               |                                  | OTHER |   |
| A. APPOINTMENT/HIRE                    | 0                               | 0      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| B. ASSIGNMENT OF DUTIES                | 0                               | 2      | 0    | 0                                | 0                 | 0     | 1             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| C. AWARDS                              | 0                               | 1      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| B. CONVERSION TO FULL TIME             | 0                               | 0      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| E. DISCIPLINARY ACTION                 | 7                               | 11     | 0    | 0                                | 0                 | 1     | 1             | 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 |
| E.2. REPRIMAND                         | 0                               | 3      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| E.3. SUSPENSION                        | 7                               | 4      | 0    | 0                                | 0                 | 0     | 2             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| E.4. REDUCTION                         | 1                               | 2      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| E.5. DISCIPLINARY WARNING              | 0                               | 2      | 0    | 0                                | 0                 | 1     | 3             | 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 |
| E.7                                    | 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 |
| G. EVALUATION/APPRaisal                | 0                               | 3      | 0    | 1                                | 0                 | 1     | 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 |
| I. HARASSMENT                          | 3                               | 14     | 0    | 1                                | 1                 | 1     | 3             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| I.1. NON-SEXUAL                        | 1                               | 11     | 0    | 1                                | 1                 | 1     | 3             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| I.2. SEXUAL                            | 0                               | 3      | 0    | 0                                | 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 |
| K. PAY INCLUDING OVERTIME              | 1                               | 0      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| L. PROMOTION/NO-SELECTION              | 1                               | 3      | 0    | 0                                | 0                 | 0     | 2             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| M. REASSIGNMENT                        | 1                               | 3      | 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 |
| M.2. DIRECTED                          | 1                               | 3      | 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        | 0                        | 0                             | 0                                | 0     | 0 |
| O. REINSTATEMENT                       | 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          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| Q. RETIREMENT                          | 0                               | 1      | 0    | 0                                | 0                 | 0     | 1             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| R. SEX STEREOTYPING                    | 0                               | 0      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| S. TELEWORK                            | 0                               | 3      | 0    | 0                                | 0                 | 0     | 1             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| T. TERMINATION                         | 0                               | 0      | 1    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| U. TERMS/CONDITIONS OF EMPLOYMENT      | 1                               | 6      | 0    | 1                                | 1                 | 1     | 2             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| V. TIME AND ATTENDANCE                 | 0                               | 3      | 0    | 0                                | 0                 | 2     | 2             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| W. TRAINING                            | 0                               | 1      | 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 |
| X.1 User Defined - Other 1             | 0                               | 0      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| X.2 User Defined - Other 2             | 0                               | 0      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| X.3 User Defined - Other 3             | 0                               | 0      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| X.4 User Defined - Other 4             | 0                               | 0      | 0    | 0                                | 0                 | 0     | 0             | 0      | 0          | 0      | 0        | 0                        | 0                             | 0                                | 0     | 0 |
| TOTAL ALL ISSUES BY BASES              | 0                               | 53     | 1    | 1                                | 1                 | 5     | 35            | 0      | 0          | 42     | 33       | 13                       | 0                             |                                  |       |   |

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

| ISSUES OF ALLEGED DISCRIMINATION    | BASES OF ALLEGED DISCRIMINATION |        |      |                              |                 |       |               |        |     |            |          |       | TOTAL ALL BASES BY ISSUE | TOTAL ALL COMPLAINTS BY ISSUE | TOTAL ALL COMPLAINANTS BY ISSUE |
|-------------------------------------|---------------------------------|--------|------|------------------------------|-----------------|-------|---------------|--------|-----|------------|----------|-------|--------------------------|-------------------------------|---------------------------------|
|                                     | SEX                             |        |      | PREGNANCY DISCRIMINATION ACT | NATIONAL ORIGIN |       | EQUAL PAY ACT |        | AGE | DISABILITY |          | OTHER |                          |                               |                                 |
|                                     | MALE                            | FEMALE | LGBT |                              | HISPANIC/LATINO | OTHER | MALE          | FEMALE |     | MENTAL     | PHYSICAL |       |                          |                               |                                 |
| TOTAL ALL COMPLAINTS FILED BY BASES | 3                               | 18     | 1    | 1                            | 3               | 9     | 0             | 0      | 18  | 11         | 18       | 0     |                          |                               |                                 |
| TOTAL ALL COMPLAINANTS BY BASES     | 3                               | 18     | 1    | 1                            | 3               | 9     | 0             | 0      | 18  | 11         | 18       | 0     |                          |                               |                                 |

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

BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS

| ISSUES OF ALLEGED DISCRIMINATION BY SETTLEMENTS | RACE                             |       |  |                                |       |                   |       |          |        | NUMBER OF COUNSELING SETTLEMENT ALLEGATIONS | NUMBER OF COUNSELINGS SETTLED BY ISSUE | NUMBER OF INDIVIDUALS SETTLED WITH BY ISSUE | NUMBER OF COMPLAINT SETTLEMENT ALLEGATIONS | NUMBER OF COMPLAINTS SETTLED BY ISSUE | NUMBER OF COMPLAINTS SETTLED WITH BY ISSUE |
|---|----------------------------------|-------|--|--------------------------------|-------|-------------------|-------|----------|--------|---|--|---|--|---------------------------------------|--|
|   | AMERICAN INDIAN OR ALASKA NATIVE | ASIAN | NATIVE HAWAIIAN / OTHER PACIFIC ISLANDER | BLACK/ AFRICAN AM/ AFR/ A/ PAC | WHITE | TWO OR MORE RACES | COLOR | RELIGION | SEXUAL |   |  |   |  |                                       |  |
| 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  | 1                              | 0     | 0                 | 0     | 0        | 0      | 1   | 1                                      | 1   | 1  | 1                                     | 1  |
| C. AWARDS                                       | 0                                | 0     | 0  | 0                              | 0     | 0                 | 0     | 0        | 0      | 1   | 0                                      | 0   | 1  | 1                                     | 1  |
| 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                          | 0                                | 0     | 0  | 1                              | 2     | 0                 | 1     | 0        | 4      | 0   | 0                                      | 0   | 13   | 1                                     | 1  |
| E.1 DEMOTION                                    | 0                                | 0     | 0  | 0                              | 0     | 0                 | 0     | 0        | 0      | 0   | 0                                      | 0   | 0  | 0                                     | 0  |
| E.2 REPRIMAND                                   | 0                                | 0     | 0  | 0                              | 1     | 0                 | 0     | 0        | 1      | 0   | 0                                      | 0   | 4  | 1                                     | 1  |
| E.3 SUSPENSION                                  | 0                                | 0     | 0  | 0                              | 1     | 0                 | 0     | 0        | 1      | 0   | 0                                      | 0   | 4  | 1                                     | 1  |
| E.4 REMOVAL                                     | 0                                | 0     | 0  | 0                              | 0     | 0                 | 0     | 0        | 1      | 0   | 0                                      | 0   | 1  | 1                                     | 1  |
| E.5 DISCIPLINARY WARNING                        | 0                                | 0     | 0  | 1                              | 0     | 0                 | 1     | 0        | 1      | 0   | 0                                      | 0   | 4  | 2                                     | 2  |
| 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. PERFORM EVAL / APPRAISAL                     | 0                                | 0     | 0  | 0                              | 1     | 0                 | 0     | 0        | 0      | 2   | 1                                      | 1   | 1  | 1                                     | 1  |
| H. EXAMINATION/TEST                             | 0                                | 0     | 0  | 1                              | 0     | 0                 | 0     | 0        | 0      | 1   | 1                                      | 1   | 0  | 0                                     | 0  |
| I. HARASSMENT                                   | 1                                | 0     | 0  | 1                              | 1     | 0                 | 1     | 1        | 1      | 1   | 1                                      | 1   | 11   | 2                                     | 2  |
| I.1 NON-SEXUAL                                  | 1                                | 0     | 0  | 1                              | 1     | 0                 | 1     | 1        | 1      | 1   | 1                                      | 1   | 11   | 2                                     | 2  |
| I.2 SEXUAL                                      | 0                                | 0     | 0  | 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  |
| K. PAY INCLUDING OVERTIME                       | 0                                | 0     | 0  | 0                              | 0     | 0                 | 0     | 0        | 0      | 0   | 0                                      | 0   | 1  | 1                                     | 1  |
| L. PROMOTION/NON SELECTION                      | 0                                | 0     | 0  | 0                              | 0     | 0                 | 1     | 0        | 0      | 2   | 1                                      | 1   | 1  | 1                                     | 1  |
| M. REASSIGNMENT                                 | 0                                | 0     | 0  | 1                              | 1     | 0                 | 0     | 0        | 1      | 2   | 1                                      | 1   | 4  | 1                                     | 1  |
| M.1 CHANGED                                     | 0                                | 0     | 0  | 0                              | 0     | 0                 | 0     | 0        | 0      | 0   | 0                                      | 0   | 0  | 0                                     | 0  |
| M.2 DIRECTED                                    | 0                                | 0     | 0  | 1                              | 1     | 0                 | 0     | 0        | 1      | 2   | 1                                      | 1   | 4  | 1                                     | 1  |
| N. REASONABLE ACCOMMODATION                     | 0                                | 0     | 0  | 0                              | 0     | 0                 | 0     | 0        | 1      | 0   | 0                                      | 0   | 2  | 1                                     | 1  |
| O. REINSTATEMENT                                | 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      | 0   | 0                                      | 0   | 0  | 0                                     | 0  |
| Q. RETIREMENT                                   | 0                                | 0     | 0  | 0                              | 0     | 0                 | 0     | 0        | 0      | 0   | 0                                      | 0   | 0  | 0                                     | 0  |
| R. SEX STEREOTYPING                             | 0                                | 0     | 0  | 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  |
| T. TERMINATION                                  | 0                                | 0     | 0  | 0                              | 0     | 0                 | 0     | 0        | 0      | 0   | 0                                      | 0   | 0  | 0                                     | 0  |
| U. TERMS/CONDITIONS OF EMPLOYMENT               | 0                                | 0     | 0  | 1                              | 0     | 0                 | 0     | 0        | 2      | 1   | 1                                      | 1   | 3  | 2                                     | 2  |
| V. TIME AND ATTENDANCE                          | 1                                | 0     | 0  | 0                              | 0     | 0                 | 1     | 1        | 3      | 0   | 0                                      | 0   | 10   | 1                                     | 1  |
| 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 1                      | 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  |
| Y. COUNSELING SETTLEMENT ALLEGATIONS            | 0                                | 0     | 0  | 4                              | 2     | 0                 | 2     | 0        | 0      | 0   | 0                                      | 0   | 0  | 0                                     | 0  |

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REPORTING PERIOD: FY 2019

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

| ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS | BASES OF ALLEGED DISCRIMINATION IN SETTLEMENTS |       |   |                          |       |                   |       |          |          | NUMBER COUNSELING SETTLEMENT ALLEGATIONS | NUMBER COUNSELINGS SETTLED BY ISSUE | NUMBER INDIVIDUALS SETTLED WITH BY ISSUE | NUMBER COMPLAINT SETTLEMENT ALLEGATIONS | NUMBER COMPLAINTS SETTLED WITH BY ISSUE | NUMBER COMPLAINTS SETTLED WITH BY ISSUE |
|---|--|-------|---|--------------------------|-------|-------------------|-------|----------|----------|--|-------------------------------------|--|---|---|---|
|   | AMERICAN INDIAN OR ALASKA NATIVE               | ASIAN | NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER | BLACK/ AFRICAN AMERICANS | WHITE | TWO OR MORE RACES | COLOR | RELIGION | REPRISAL |  |                                     |  |   |   |   |
| 1A NUMBER OF COUNSELINGS SETTLED                | 0  | 0     | 0                                       | 3                        | 1     | 0                 | 2     | 0        | 0        |  |                                     |  |   |   |   |
| 1B NUMBER OF COUNSELINGS SETTLED WITH           | 0  | 0     | 0                                       | 1                        | 1     | 0                 | 2     | 0        | 0        |  |                                     |  |   |   |   |
| 2 COMPLAINT SETTLEMENT ALLEGATIONS              | 2  | 0     | 0                                       | 2                        | 1     | 0                 | 2     | 2        | 0        |  |                                     |  |   |   |   |
| 2A NUMBER OF COMPLAINTS SETTLED                 | 1  | 0     | 0                                       | 1                        | 1     | 0                 | 2     | 1        | 0        |  |                                     |  |   |   |   |
| 2B NUMBER OF COMPLAINTS SETTLED WITH            | 1  | 0     | 0                                       | 1                        | 1     | 0                 | 2     | 1        | 0        |  |                                     |  |   |   |   |

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

| ISSUES OF ALLEGED DISCRIMINATION IN SETTLEMENTS | BASIS OF ALLEGED DISCRIMINATION IN SETTLEMENTS |        |      |     |                 |       |               |        |            |        |          |      |                                       |                                       |                                       |                                       |                                       |
|---|--|--------|------|-----|-----------------|-------|---------------|--------|------------|--------|----------|------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
|   | SEX  |        |      | POA | NATIONAL ORIGIN |       | EQUAL PAY ACT |        | DISABILITY |        |          | GINA | NUMBER OF INDIVIDUALS WITH DISABILITY |
|   | MALE   | FEMALE | LGBT |     | HISPANIC/LATINO | OTHER | MALE          | FEMALE | AGE        | MENTAL | PHYSICAL |      |                                       |                                       |                                       |                                       |                                       |
| 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. AWARD  | 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  | 2      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 2      | 0        | 0    | 0                                     | 0                                     | 0                                     | 15                                    | 7                                     |
| E.1. DEMOTION                                   | 0  | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0    | 0                                     | 0                                     | 0                                     | 0                                     | 0                                     |
| E.2. REPRIMAND                                  | 0  | 1      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 1      | 0        | 0    | 0                                     | 0                                     | 0                                     | 3                                     | 1                                     |
| E.3. SUSPENSION                                 | 0  | 1      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 1      | 0        | 0    | 0                                     | 0                                     | 1                                     | 2                                     | 1                                     |
| E.4. REMOVAL                                    | 0  | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0    | 0                                     | 0                                     | 1                                     | 1                                     | 1                                     |
| E.5. DISCIPLINARY WARNING                       | 0  | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0    | 0                                     | 0                                     | 4                                     | 2                                     | 2                                     |
| 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     | 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  | 2      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 2      | 0        | 0    | 0                                     | 0                                     | 21                                    | 7                                     | 7                                     |
| I.1. SEX-SEXUAL                                 | 0  | 2      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 2      | 0        | 0    | 0                                     | 0                                     | 21                                    | 7                                     | 7                                     |
| I.2. SEXUAL                                     | 0  | 0      | 0    | 0   | 0               | 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                                     |
| 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/ DISABILITY         | 0  | 0      | 0    | 0   | 0               | 0     | 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                                     |
| P. RELIGIOUS ACCOMMODATION                      | 0  | 0      | 0    | 0   | 0               | 0     | 0             | 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-STEREOTYPING                             | 0  | 0      | 0    | 0   | 0               | 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                                     |
| 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  | 1      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 1      | 0        | 0    | 0                                     | 0                                     | 30                                    | 1                                     | 1                                     |
| 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 1                      | 0  | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0    | 0                                     | 0                                     | 0                                     | 0                                     | 0                                     |
| X.2 User Defined - Other 1                      | 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 3                      | 0  | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0    | 0                                     | 0                                     | 0                                     | 0                                     | 0                                     |
| Y. UNRESOLVED SETTLEMENT ALLEGATIONS            | 0  | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0    | 0                                     | 0                                     | 0                                     | 0                                     | 0                                     |

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

BASES OF ALLEGED VIOLATIONS FROM DISCRIMINATION COMPLAINTS

| BASES OF ALLEGED VIOLATIONS               | SEX  |        |       |     | NATIONAL ORIGIN |       | EQUAL PAY ACT |        | AGE | DISABILITY |        | GINA | NUMBER OF COMPLAINTS SETTLED BY EEOC | NUMBER OF COMPLAINTS SETTLED BY STATE | NUMBER OF COMPLAINTS SETTLED BY FEDERAL COURT | NUMBER OF COMPLAINTS SETTLED BY OTHER | TOTAL NUMBER OF COMPLAINTS SETTLED |
|---|------|--------|-------|-----|-----------------|-------|---------------|--------|-----|------------|--------|------|--------------------------------------|---------------------------------------|---|---------------------------------------|------------------------------------|
|   | MALE | FEMALE | OTHER | POC | HISPANIC/LATINO | OTHER | MALE          | FEMALE |     | PHYSICAL   | MENTAL |      |                                      |                                       |   |                                       |                                    |
| 1. IA. NUMBER OF COUNSELINGS SETTLED      | 0    | 0      | 0     | 0   | 0               | 1     | 0             | 0      | 2   | 0          | 1      | 0    |                                      |                                       |   |                                       |                                    |
| 1. IB. NUMBER OF COUNSELEES SETTLED WITH  | 0    | 0      | 0     | 0   | 0               | 1     | 0             | 0      | 2   | 0          | 1      | 0    |                                      |                                       |   |                                       |                                    |
| 2. COMPLAINT SETTLEMENT ALLEGATIONS       | 0    | 6      | 0     | 0   | 0               | 2     | 0             | 0      | 3   | 0          | 5      | 0    |                                      |                                       |   |                                       |                                    |
| 2.7A. NUMBER OF COMPLAINTS SETTLED        | 0    | 3      | 0     | 0   | 0               | 2     | 0             | 0      | 3   | 0          | 4      | 0    |                                      |                                       |   |                                       |                                    |
| 2.7B. NUMBER OF COMPLAINANTS SETTLED WITH | 0    | 2      | 0     | 0   | 0               | 2     | 0             | 0      | 3   | 0          | 4      | 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 |          |          |                              |                                       |   |                                       |   |  |  |  | # COMPLAINTS ISSUED FINAL ORDERS WITH FINDINGS FULLY IMPLEMENTED BY 10/01/19 |
|--|-------------------------------|-------|--|-------------------------|-------|-------------------|---|----------|----------|------------------------------|---------------------------------------|---|---------------------------------------|---|--|--|--|--|
|  | 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 COMPLAINTS FAD FINDINGS BY ISSUE | NUMBER ADJUDICATION FINDINGS BY ISSUE | NUMBER ADJUDICATION WITH FINDING BY ISSUE | # FINAL ORDERS FULLY IMPLEMENTED BY 10/01/19 | # FINAL ORDERS w/ FINDINGS FULLY IMPLEMENTED BY 10/01/19 |  |  |
| 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  |  |  |
| C. AWARDS  | 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  |  |  |
| E. DISCIPLINARY ACTION                                   | 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  |  |  |
| E.2. REPRIMAND   | 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  |  |  |
| E.4. REMOVAL   | 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  |  |  |
| E.6 Other  | 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  |  |  |
| F. OVERTIME  | 0                             | 0     | 0  | 0                       | 0     | 0                 | 0   | 0        | 0        | 0                            | 0                                     | 0                                       | 0                                     | 0   | 0  | 0  |  |  |
| G. PERFORM EVALUATION/APPRaisal                          | 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  |  |  |
| I. HARASSMENT  | 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  |  |  |
| I.2. SEXUAL  | 0                             | 0     | 0  | 0                       | 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  |  |  |
| K. PAY INCLUDING OVERTIME                                | 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  |  |  |
| M. REASSIGNMENT  | 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  |  |  |
| M.2. DIRECTED  | 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        | 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  |  |  |
| P. RELIGIOUS ACCOMMODATION                               | 0                             | 0     | 0  | 0                       | 0     | 0                 | 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  |  |  |
| R. SEX STEREOTYPING                                      | 0                             | 0     | 0  | 0                       | 0     | 0                 | 0   | 0        | 0        | 0                            | 0                                     | 0                                       | 0                                     | 0   | 0  | 0  |  |  |
| S. TELEPHONE   | 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  |  |  |
| U. TERMS/CONDITIONS OF EMPLOYMENT                        | 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  |  |  |
| W. TRAINING  | 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  |  |  |
| X.1 User Defined - Other 4                               | 0                             | 0     | 0  | 0                       | 0     | 0                 | 0   | 0        | 0        | 0                            | 0                                     | 0                                       | 0                                     | 0   | 0  | 0  |  |  |
| X.2 User Defined - Other 1                               | 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  |  |  |
| X.4 User Defined - Other 3                               | 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                                     | 0                                       | 0                                     | 0   | 0  | 0  |  |  |

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**PART IV D - BASES AND ISSUES FOUND IN FADs AND FINAL ORDERS (Part I)**

BASES OF DISCRIMINATION FOUND IN FADs AND FINAL ORDERS

| ISSUES OF DISCRIMINATION FOUND IN FADs AND FINAL ORDERS    | RACE                           |       |   |                         |       |                   | COLOR | RELIGION | SEXUAL ORIENTATION | NUMBER FAD FINDINGS BY ISSUE | NUMBER OF FADs WITH FINDINGS BY ISSUE | NUMBER OF COMPLAINTS ISSUED BY FAD FINDINGS BY ISSUE | NUMBER OF COMPLAINTS ISSUED BY FAD FINDINGS BY ISSUE | NUMBER OF COMPLAINTS ISSUED BY FAD FINDINGS BY ISSUE | NUMBER OF COMPLAINTS ISSUED BY FAD FINDINGS BY ISSUE | NUMBER OF COMPLAINTS ISSUED BY FAD FINDINGS BY ISSUE | NUMBER OF COMPLAINTS ISSUED BY FAD FINDINGS BY ISSUE | NUMBER OF COMPLAINTS ISSUED BY FAD FINDINGS 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                  | 0                            | 0                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  |
| 1.1b. Number Complaints Issued FAD Findings                | 0                              | 0     | 0                                       | 0                       | 0     | 0                 | 0     | 0        | 0                  | 0                            | 0                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  |
| 2. All Decision Findings                                   | 0                              | 0     | 0                                       | 0                       | 0     | 0                 | 0     | 0        | 0                  | 0                            | 0                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  |
| 2.2a. Number All Decisions With Findings                   | 0                              | 0     | 0                                       | 0                       | 0     | 0                 | 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  | 0  | 0  | 0  | 0  | 0  | 0  |
| 3.3a. # of Final Orders (For) With Findings Implemented    | 0                              | 0     | 0                                       | 0                       | 0     | 0                 | 0     | 0        | 0                  | 0                            | 0                                     | 0  | 0  | 0  | 0  | 0  | 0  | 0  |
| 3.3b. # of Complaints Issued FOs with Findings Implemented | 0                              | 0     | 0                                       | 0                       | 0     | 0                 | 0     | 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)**

| ISSUES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS | SEX  |        |       |     |                 |       | NATIONAL ORIGIN |        | EQUAL PAY ACT |        | BASES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS |      |                                 |  |   |   |   |   |   |  |  | COMPLAINANTS ISSUED FINAL ORDERS WITH FINDINGS FULLY IMPLEMENTED BY ISSUE |
|--|------|--------|-------|-----|-----------------|-------|-----------------|--------|---------------|--------|---|------|---------------------------------|--|---|---|---|---|---|--|--|---|
|  | MALE | FEMALE | 1 GVT | PDA | HISPANIC LATINO | OTHER | MALE            | FEMALE | DISABILITY    |        |   |      | NUMBER OF FAD FINDINGS BY ISSUE | NUMBER OF FAD'S WITH FINDINGS BY ISSUE | NUMBER OF COMPLAINTS WITH FINDINGS BY ISSUE | NUMBER OF DECISIONS WITH FINDING BY ISSUE | NUMBER OF FINAL ORDERS WITH FINDINGS FULLY IMPLEMENTED BY ISSUE | NUMBER OF FINAL ORDERS WITH FINDINGS FULLY IMPLEMENTED BY ISSUE |   |  |  |   |
|  |      |        |       |     |                 |       |                 |        | AGE           | MENTAL | PHYSICAL  | GINA |                                 |  |   |   |   |   |   |  |  |   |
| A. APPOINTMENT/HIRE                                      | 0    | 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    | 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   | 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   | 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             | 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   | 0   | 0 |  |  |   |
| R. SEX-STEREOTYPING                                      | 0    | 0      | 0     | 0   | 0               | 0     | 0               | 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 1                               | 0    | 0      | 0     | 0   | 0               | 0     | 0               | 0      | 0             | 0      | 0   | 0    | 0                               | 0                                      | 0   | 0   | 0   | 0   | 0 |  |  |   |
| X.2 User Defined - Other 2                               | 0    | 0      | 0     | 0   | 0               | 0     | 0               | 0      | 0             | 0      | 0   | 0    | 0                               | 0                                      | 0   | 0   | 0   | 0   | 0 |  |  |   |
| X.3 User Defined - Other 3                               | 0    | 0      | 0     | 0   | 0               | 0     | 0               | 0      | 0             | 0      | 0   | 0    | 0                               | 0                                      | 0   | 0   | 0   | 0   | 0 |  |  |   |
| X.4 User Defined - Other 4                               | 0    | 0      | 0     | 0   | 0               | 0     | 0               | 0      | 0             | 0      | 0   | 0    | 0                               | 0                                      | 0   | 0   | 0   | 0   | 0 |  |  |   |
| Y. Final Agency Decision Findings                        | 0    | 0      | 0     | 0   | 0               | 0     | 0               | 0      | 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)**

| ISSUES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS  | BASES OF DISCRIMINATION FOUND IN FAD'S AND FINAL ORDERS |        |      |     |                 |       |               |        |            |        |          |        |   | NUMBER OF FAD FINDINGS BY ISSUE | NUMBER OF COMPLAINTS ISSUED WITH FINDINGS FULLY IMPLEMENTED BY ISSUE | NUMBER OF FINAL ORDER FINDINGS FULLY IMPLEMENTED BY ISSUE | NUMBER OF COMPLAINTS ISSUED WITH FINDINGS FULLY IMPLEMENTED BY ISSUE |
|---|---|--------|------|-----|-----------------|-------|---------------|--------|------------|--------|----------|--------|---|---------------------------------|--|---|--|
|   | SEX   |        |      | AGE | NATIONAL ORIGIN |       | LOCAL PAY ACT |        | DISABILITY |        |          | GENDER |   |                                 |  |   |  |
|   | MALE  | FEMALE | LGBT |     | HISPANIC/LATINO | OTHER | MALE          | FEMALE | AGE        | MENTAL | PHYSICAL |        |   |                                 |  |   |  |
| 1.1a Number FADs with Findings                            | 0   | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0      | 0 | 0                               | 0  | 0   | 0  |
| 1.1b Number Complaints Issued PAD Findings                | 0   | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0      | 0 | 0                               | 0  | 0   | 0  |
| 2. A1 Decision Findings                                   | 0   | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0      | 0 | 0                               | 0  | 0   | 0  |
| 2.2a Number A1 Decisions With Findings                    | 0   | 0      | 0    | 0   | 0               | 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      | 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      | 0 | 0                               | 0  | 0   | 0  |
| 3.3b # of Complaints Issued POs with Findings Implemented | 0   | 0      | 0    | 0   | 0               | 0     | 0             | 0      | 0          | 0      | 0        | 0      | 0 | 0                               | 0  | 0   | 0  |

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**PART V - SUMMARY OF CLOSURES BY STATUTE**

|    |  |
|----|--|
| 42 | A.1. TITLE VII   |
| 0  | A.1a. PREGNANCY DISCRIMINATION ACT (PDA)   |
| 13 | A.2. AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)   |
| 19 | A.3. REHABILITATION ACT  |
| 0  | A.4. EQUAL PAY ACT (EPA)   |
| 0  | A.5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)  |
| 74 | 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 |
|---|--------------|------------|--------------|
| <b>A. TOTAL NUMBER OF CLOSURES</b>  | 50           | 22011      | 440.22       |
| <b>A.1. WITHDRAWALS</b>   | 6            | 669        | 111.50       |
| A.1.g. NON-ADR WITHDRAWALS  | 4            | 527        | 131.75       |
| A.1.b. ADR WITHDRAWALS  | 2            | 142        | 71.00        |
| <b>A.2. SETTLEMENTS</b>   | 11           | 4509       | 409.91       |
| A.2.a. NON-ADR SETTLEMENTS  | 9            | 4221       | 469.00       |
| A.2.b. ADR SETTLEMENTS  | 2            | 288        | 144.00       |
| <b>A.3. FINAL AGENCY ACTIONS</b>  | 33           | 16833      | 510.09       |
| <b>B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION</b> | 23           | 6189       | 269.09       |
| B.1. FINDING DISCRIMINATION   | 0            | 0          | 0.00         |
| B.2. FINDING NO DISCRIMINATION  | 18           | 6110       | 339.44       |
| B.3. DISMISSAL OF COMPLAINTS  | 5            | 79         | 15.80        |
| <b>C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION</b>  | 10           | 10644      | 1,064.40     |
| <b>C.1. AJ DECISION FULLY IMPLEMENTED</b>                                 | 10           | 10644      | 1,064.40     |
| C.1.a. FINDING DISCRIMINATION   | 0            | 0          | 0.00         |
| C.1.b. FINDING NO DISCRIMINATION  | 10           | 10644      | 1,064.40     |
| C.1.c. DISMISSAL OF COMPLAINTS  | 0            | 0          | 0.00         |
| <b>C.2. AJ DECISION NOT FULLY IMPLEMENTED</b>                             | 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  | 18           | 818        | 45.44        |
| D.1. COMPLAINANT REQUESTED IMMEDIATE FAD  | 4            | 266        | 66.50        |
| D.1.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST                             | 2            | 90         | 45.00        |
| D.1.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST                      | 2            | 176        | 88.00        |
| D.2. COMPLAINANT DID NOT ELECT HEARING OR FAD   | 9            | 292        | 32.44        |
| D.2.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD                      | 8            | 207        | 25.88        |
| D.2.b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD               | 1            | 85         | 85.00        |
| D.3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)        | 5            | 260        | 52.00        |
| D.3.a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE       | 3            | 92         | 30.67        |
| D.3.b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE | 2            | 168        | 84.00        |
| 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                    | 11     |             |
| B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT     | 5      | \$59,000.00 |
| B.1. BACK PAY/FRONT PAY                                     | 0      | \$0.00      |
| B.2. LUMP SUM PAYMENT                                       | 4      | \$39,000.00 |
| B.3. COMPENSATORY DAMAGES                                   | 0      | \$0.00      |
| B.4. ATTORNEY FEES AND COSTS                                | 2      | \$20,000.00 |
| D. INTENTIONALLY LEFT BLANK                                 |        |             |
| E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT | 10     |             |
| F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES               |        |             |
| 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  | 1      | 1           |
| F.5. REMOVALS RESCINDED                                     | 0      | 0           |
| F.5.a. REINSTATEMENT  | 0      | 0           |
| F.5.b. VOLUNTARY RESIGNATION                                | 0      | 0           |
| F.6. ACCOMMODATIONS   | 1      | 0           |
| F.7. TRAINING   | 1      | 0           |
| F.8. APOLOGY  | 0      | 0           |
| F.9. DISCIPLINARY ACTIONS                                   | 0      | 4           |
| F.9.a. RESCINDED  | 0      | 1           |
| F.9.b. MODIFIED   | 0      | 3           |
| F.10. PERFORMANCE EVALUATION MODIFIED                       | 2      | 1           |
| F.11. LEAVE RESTORED  | 2      | 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 # |
|---|----------------|----------------|--------------|--------------------------|-----------------|
| <b>A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line 1)</b> | 89             | 42903          |              |                          |                 |
| A.1. COMPLAINTS PENDING WRITTEN NOTIFICATION                | 0              | 0              | 0            | 0                        |                 |
| A.1.a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS        | 4              | 720            | 180          | 403                      |                 |
| <b>A.2. COMPLAINTS PENDING IN INVESTIGATION</b>             | 21             | 2478           | 118          | 705                      |                 |
| A.2.a. COMPLAINTS PENDING 180 DAY INVESTIGATION NOTICE      | 1              | 146            | 146          | 146                      |                 |
| <b>A.3. COMPLAINTS PENDING IN HEARINGS</b>                  | 51             | 33942          | 665          | 1792                     | 570-2015-00856X |
| <b>A.4. COMPLAINTS PENDING A FINAL AGENCY ACTION</b>        | 13             | 5763           | 443          | 809                      |                 |

**PART IX - SUMMARY OF INVESTIGATIONS COMPLETED**

|  | TOTAL        | TOTAL DAYS | AVERAGE    |
|--|--------------|------------|------------|
| <b>A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD</b> | 50           | 7561       | 151.22     |
| <b>AGENCY INVESTIGATIONS</b>                               |              |            |            |
| <b>A.1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL</b>   | 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       |
| <b>A.2. AGENCY INVESTIGATION COSTS</b>                     | \$0.00       |            | \$0.00     |
| <b>CONTRACT INVESTIGATIONS</b>                             |              |            |            |
| <b>A.3. INVESTIGATIONS COMPLETED BY CONTRACTORS</b>        | 50           | 7561       | 151.22     |
| A.3.a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS        | 42           | 5934       | 141.00     |
| A.3.b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS          | 8            | 1627       | 203.38     |
| A.3.b.1. TIMELY COMPLETED INVESTIGATIONS                   | 6            | 1202       | 200.00     |
| A.3.b.2. UNTIMELY COMPLETED INVESTIGATIONS                 | 2            | 425        | 212.00     |
| A.3.c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS        | 0            | 0          | 0.00       |
| <b>A.4. CONTRACTOR INVESTIGATION COSTS</b>                 | \$197,116.20 |            | \$1,942.32 |

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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   | 132        | 131         |      |              |
| B.2. REJECTED BY INDIVIDUAL (COUNSELEE)  | 51         | 51          |      |              |
| B.3. INTENTIONALLY LEFT BLANK  |            |             |      |              |
| B.4. TOTAL ACCEPTED INTO ADR PROGRAM   | 81         | 81          |      |              |
| C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)  | COUNSELING | INDIVIDUALS |      |              |
| C.1. INHOUSE   | 48         | 48          |      |              |
| 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           |      |              |
| D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)   | COUNSELING | INDIVIDUALS | DAYS | AVERAGE DAYS |
| D.1. MEDIATION   | 48         | 48          | 2660 | 55.42        |
| 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  | 81         | 81          | 4189 | 51.72        |
| E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)   | 4          | 4           | 297  | 74.00        |
| E.1.b. NO FORMAL COMPLAINT FILED   | 43         | 43          | 2195 | 51.00        |
| E.1.c. COMPLAINT FILED   |            |             |      |              |
| E.1.c.i. NO RESOLUTION   | 21         | 21          | 1111 | 52.00        |
| E.1.c.ii. NO ADR ATTEMPT (aka Part X E.1.d)  | 12         | 12          | 565  | 47.00        |
| E.1.e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD   | 1          | 1           | 21   | 21.00        |

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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  | 26         | 25           |        |              |
| B.2. REJECTED BY COMPLAINANT  | 15         | 14           |        |              |
| B.3. INTENTIONALLY LEFT BLANK   |            |              |        |              |
| B.4. TOTAL ACCEPTED INTO ADR PROGRAM  | 11         | 11           |        |              |
| C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)  | 7          | 7            |        |              |
| C.1. INHOUSE  | 7          | 7            |        |              |
| 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            |        |              |
| D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)   | 7          | 7            | 458    | 65.43        |
| D.1. MEDIATION  | 7          | 7            | 458    | 65.43        |
| 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         |
| F. STATUS OF CASES IN COMPLAINT CLOSURES  | COMPLAINTS | COMPLAINANTS | DAYS   | AVERAGE DAYS |
| E.1. TOTAL CLOSED   | 11         | 11           | 889    | 80.82        |
| E.1.a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)  | 2          | 2            | 92     | 46.00        |
| E.1.b. WITHDRAWAL FROM EEO PROCESS  | 2          | 2            | 69     | 34.50        |
| E.1.c. NO RESOLUTION  | 5          | 5            | 422    | 84.40        |
| E.1.d. NO ADR ATTEMPT   | 2          | 2            | 306    | 153.00       |
| 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)   | 2          | 2            |        |              |
| 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   | 2          | 2            |        |              |
| F.2.i.i. RESCINDED  | 1          | 1            |        |              |
| F.2.i.ii. MODIFIED  | 1          | 1            |        |              |
| 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            |        |              |

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**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

EEO ADR RESOURCES

|  |                            |              |
|--|----------------------------|--------------|
| <b>A. NO LONGER COLLECTED</b>  |                            |              |
| <b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>  |                            | 9004         |
| <b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X &amp; XI.)</b> |                            | 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       |
| <b>D. EEO ADR FUNDING SPENT</b>  |                            | \$299,032.00 |
| <b>E. EEO ADR CONTACT INFORMATION</b>  |                            |              |
| E 1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER  | Angela Kelly               |              |
| E 2. TITLE   | Director                   |              |
| E 3. TELEPHONE NUMBER  | 301-504-7755               |              |
| E 4. EMAIL   | angela.kelly@fsis.usda.gov |              |

**F. EEOADR 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, 2018 through September 30, 2019 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:<br>(Enter PIN to serve as your electronic signature) |                            |
| DATE:  | 08-10-2019                 |
| NAME OF PREPARER:  | Tamara Bond                |
| TITLE OF PREPARER:   | EEO Specialist             |
| TELEPHONE NUMBER:  | (301) 504-7755             |
| E-MAIL:  | tamara.bond@fsis.usda.gov  |
| DATE:  | 02-10-2019                 |

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AGENCY OR DEPARTMENT: USDA Food Safety and Inspection Service

REPORTING PERIOD: FY 2019

Form 462 Comments

Part Name COMMENT( expression left | evaluation symbol | expression right | value1 | value2 | comment )

Part 51

FY 2019 Workforce Data Tables

**U. S. DEPARTMENT OF AGRICULTURE  
FOOD SAFETY INSPECTION SRV**

**Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex**

Year = FY 2019

| EMPLOYMENT TENURE | TOTAL WORKFORCE |             |                           | RACE/ETHNICITY     |            |                        |             |   |             |                                  |            |                   |           |           |           |           |           |
|-------------------|-----------------|-------------|---------------------------|--------------------|------------|------------------------|-------------|---|-------------|----------------------------------|------------|-------------------|-----------|-----------|-----------|-----------|-----------|
|                   |                 |             |                           | Hispanic or Latino |            | Non-Hispanic or Latino |             |   |             |                                  |            |                   |           |           |           |           |           |
|                   | White           |             | Black or African American |                    |            | Asian                  |             | Native Hawaiian or Other Pacific Islander |             | American Indian or Alaska Native |            | Two or More Races |           |           |           |           |           |
|                   | All             | Male        | Female                    | Male               | Female     | Male                   | Female      | Male                                      | Female      | Male                             | Female     | Male              | Female    | Male      | Female    | Male      | Female    |
| <b>TOTAL</b>      |                 |             |                           |                    |            |                        |             |   |             |                                  |            |                   |           |           |           |           |           |
| <b>Prior FY</b>   | <b>9108</b>     | <b>4837</b> | <b>4271</b>               | <b>519</b>         | <b>409</b> | <b>3303</b>            | <b>2106</b> | <b>681</b>                                | <b>1498</b> | <b>237</b>                       | <b>142</b> | <b>6</b>          | <b>9</b>  | <b>85</b> | <b>93</b> | <b>6</b>  | <b>14</b> |
|                   | 100%            | 53.11%      | 46.89%                    | 5.70%              | 4.49%      | 36.26%                 | 23.12%      | 7.48%                                     | 16.45%      | 2.60%                            | 1.56%      | 0.07%             | 0.10%     | 0.93%     | 1.02%     | 0.07%     | 0.15%     |
| <b>Current FY</b> | <b>9052</b>     | <b>4805</b> | <b>4247</b>               | <b>495</b>         | <b>403</b> | <b>3220</b>            | <b>2072</b> | <b>689</b>                                | <b>1465</b> | <b>245</b>                       | <b>144</b> | <b>9</b>          | <b>12</b> | <b>79</b> | <b>86</b> | <b>68</b> | <b>65</b> |
|                   | 100%            | 53.08%      | 46.92%                    | 5.47%              | 4.45%      | 35.57%                 | 22.89%      | 7.61%                                     | 16.18%      | 2.71%                            | 1.59%      | 0.10%             | 0.13%     | 0.87%     | 0.95%     | 0.75%     | 0.72%     |
| CLF (2010)        |                 | 51.86%      | 48.14%                    | 5.17%              | 4.79%      | 38.33%                 | 34.03%      | 5.49%                                     | 6.53%       | 1.97%                            | 1.93%      | 0.07%             | 0.07%     | 0.55%     | 0.53%     | 0.26%     | 0.28%     |
| Difference        | <b>-56</b>      | <b>-32</b>  | <b>-24</b>                | <b>-24</b>         | <b>-6</b>  | <b>-83</b>             | <b>-34</b>  | <b>8</b>                                  | <b>-33</b>  | <b>8</b>                         | <b>2</b>   | <b>3</b>          | <b>3</b>  | <b>-6</b> | <b>-7</b> | <b>62</b> | <b>51</b> |
| Ratio Change      | 0%              | -0.02%      | 0.02%                     | -0.23%             | -0.04%     | -0.69%                 | -0.23%      | 0.13%                                     | -0.26%      | 0.10%                            | 0.03%      | 0.03%             | 0.03%     | -0.06%    | -0.07%    | 0.69%     | 0.56%     |
| Net Change        | -0.61%          | -0.66%      | -0.56%                    | -4.62%             | -1.47%     | -2.51%                 | -1.61%      | 1.17%                                     | -2.20%      | 3.38%                            | 1.41%      | 50.00%            | 33.33%    | -7.06%    | -7.53%    | 1,033.33% | 364.29%   |
| <b>PERMANENT</b>  |                 |             |                           |                    |            |                        |             |   |             |                                  |            |                   |           |           |           |           |           |
| <b>Prior FY</b>   | <b>8853</b>     | <b>4726</b> | <b>4127</b>               | <b>501</b>         | <b>397</b> | <b>3232</b>            | <b>2056</b> | <b>665</b>                                | <b>1426</b> | <b>233</b>                       | <b>141</b> | <b>6</b>          | <b>9</b>  | <b>83</b> | <b>87</b> | <b>6</b>  | <b>11</b> |
|                   | 100%            | 53.38%      | 46.62%                    | 5.66%              | 4.48%      | 36.51%                 | 23.22%      | 7.51%                                     | 16.11%      | 2.63%                            | 1.59%      | 0.07%             | 0.10%     | 0.94%     | 0.98%     | 0.07%     | 0.12%     |
| <b>Current FY</b> | <b>8836</b>     | <b>4712</b> | <b>4124</b>               | <b>487</b>         | <b>394</b> | <b>3155</b>            | <b>2033</b> | <b>680</b>                                | <b>1401</b> | <b>238</b>                       | <b>143</b> | <b>9</b>          | <b>12</b> | <b>78</b> | <b>83</b> | <b>65</b> | <b>58</b> |
|                   | 100%            | 53.33%      | 46.67%                    | 5.51%              | 4.46%      | 35.71%                 | 23.01%      | 7.70%                                     | 15.86%      | 2.69%                            | 1.62%      | 0.10%             | 0.14%     | 0.88%     | 0.94%     | 0.74%     | 0.66%     |
| Difference        | <b>-17</b>      | <b>-14</b>  | <b>-3</b>                 | <b>-14</b>         | <b>-3</b>  | <b>-77</b>             | <b>-23</b>  | <b>15</b>                                 | <b>-25</b>  | <b>5</b>                         | <b>2</b>   | <b>3</b>          | <b>3</b>  | <b>-5</b> | <b>-4</b> | <b>59</b> | <b>47</b> |
| Ratio Change      | 0%              | -0.06%      | 0.06%                     | -0.15%             | -0.03%     | -0.80%                 | -0.22%      | 0.18%                                     | -0.25%      | 0.06%                            | 0.03%      | 0.03%             | 0.03%     | -0.05%    | -0.04%    | 0.67%     | 0.53%     |
| Net Change        | -0.19%          | -0.30%      | -0.07%                    | -2.79%             | -0.76%     | -2.38%                 | -1.12%      | 2.26%                                     | -1.75%      | 2.15%                            | 1.42%      | 50.00%            | 33.33%    | -6.02%    | -4.60%    | 983.33%   | 427.27%   |
| <b>TEMPORARY</b>  |                 |             |                           |                    |            |                        |             |   |             |                                  |            |                   |           |           |           |           |           |
| <b>Prior FY</b>   | <b>255</b>      | <b>111</b>  | <b>144</b>                | <b>18</b>          | <b>12</b>  | <b>71</b>              | <b>50</b>   | <b>16</b>                                 | <b>72</b>   | <b>4</b>                         | <b>1</b>   | <b>0</b>          | <b>0</b>  | <b>2</b>  | <b>6</b>  | <b>0</b>  | <b>3</b>  |
|                   | 100%            | 43.53%      | 56.47%                    | 7.06%              | 4.71%      | 27.84%                 | 19.61%      | 6.27%                                     | 28.24%      | 1.57%                            | 0.39%      | 0%                | 0%        | 0.78%     | 2.35%     | 0%        | 1.18%     |
| <b>Current FY</b> | <b>216</b>      | <b>93</b>   | <b>123</b>                | <b>8</b>           | <b>9</b>   | <b>65</b>              | <b>39</b>   | <b>9</b>                                  | <b>64</b>   | <b>7</b>                         | <b>1</b>   | <b>0</b>          | <b>0</b>  | <b>1</b>  | <b>3</b>  | <b>3</b>  | <b>7</b>  |
|                   | 100%            | 43.06%      | 56.94%                    | 3.70%              | 4.17%      | 30.09%                 | 18.06%      | 4.17%                                     | 29.63%      | 3.24%                            | 0.46%      | 0%                | 0%        | 0.46%     | 1.39%     | 1.39%     | 3.24%     |
| Difference        | <b>-39</b>      | <b>-18</b>  | <b>-21</b>                | <b>-10</b>         | <b>-3</b>  | <b>-6</b>              | <b>-11</b>  | <b>-7</b>                                 | <b>-8</b>   | <b>3</b>                         | <b>0</b>   | <b>0</b>          | <b>0</b>  | <b>-1</b> | <b>-3</b> | <b>3</b>  | <b>4</b>  |
| Ratio Change      | 0%              | -0.47%      | 0.47%                     | -3.36%             | -0.54%     | 2.25%                  | -1.55%      | -2.11%                                    | 1.39%       | 1.67%                            | 0.07%      | 0%                | 0%        | -0.32%    | -0.96%    | 1.39%     | 2.06%     |
| Net Change        | -15.29%         | -16.22%     | -14.58%                   | -55.56%            | -25.00%    | -8.45%                 | -22.00%     | -43.75%                                   | -11.11%     | 75.00%                           | 0%         | 0%                | 0%        | -50.00%   | -50.00%   | 100%      | 133.33%   |

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**Table A2: Total Workforce By Component - Distribution by Race/Ethnicity and Sex**

Year = FY 2019

| ORGANIZATIONAL COMPONENT                             | TOTAL WORKFORCE |        |                           | RACE/ETHNICITY     |        |                        |        |   |        |                                  |        |                   |        |       |        |       |        |
|--|-----------------|--------|---------------------------|--------------------|--------|------------------------|--------|---|--------|----------------------------------|--------|-------------------|--------|-------|--------|-------|--------|
|  |                 |        |                           | Hispanic or Latino |        | Non-Hispanic or Latino |        |   |        |                                  |        |                   |        |       |        |       |        |
|  | White           |        | Black or African American |                    |        | Asian                  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or More Races |        |       |        |       |        |
|  | All             | Male   | Female                    | Male               | Female | Male                   | Female | Male                                      | Female | Male                             | Female | Male              | Female | Male  | Female | Male  | Female |
| SIGNIFICANT INCIDENT PREPAREDNESS AND RESPONSE STAFF | 8               | 5      | 3                         | 0                  | 0      | 3                      | 3      | 1   | 0      | 1                                | 0      | 0                 | 0      | 0     | 0      | 0     | 0      |
|  | 100%            | 62.50% | 37.50%                    | 0%                 | 0%     | 37.50%                 | 37.50% | 12.50%                                    | 0%     | 12.50%                           | 0%     | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| OFFICE OF THE CHIEF FINANCIAL OFFICER                | 94              | 26     | 68                        | 2                  | 1      | 17                     | 44     | 2   | 15     | 3                                | 3      | 0                 | 0      | 0     | 2      | 2     | 3      |
|  | 100%            | 27.66% | 72.34%                    | 2.13%              | 1.06%  | 18.09%                 | 46.81% | 2.13%                                     | 15.96% | 3.19%                            | 3.19%  | 0%                | 0%     | 0%    | 2.13%  | 2.13% | 3.19%  |
| INTERNAL AFFAIRS                                     | 12              | 6      | 6                         | 2                  | 0      | 4                      | 5      | 0   | 0      | 0                                | 1      | 0                 | 0      | 0     | 0      | 0     | 0      |
|  | 100%            | 50.00% | 50.00%                    | 16.67%             | 0%     | 33.33%                 | 41.67% | 0%  | 0%     | 0%                               | 8.33%  | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| OFFICE OF PLANNING, ANALYSIS and RISK MANAGEMENT     | 35              | 16     | 19                        | 0                  | 1      | 9                      | 9      | 2   | 5      | 5                                | 4      | 0                 | 0      | 0     | 0      | 0     | 0      |
|  | 100%            | 45.71% | 54.29%                    | 0%                 | 2.86%  | 25.71%                 | 25.71% | 5.71%                                     | 14.29% | 14.29%                           | 11.43% | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| CIVIL RIGHTS STAFF                                   | 15              | 2      | 13                        | 0                  | 1      | 0                      | 4      | 1   | 8      | 0                                | 0      | 0                 | 0      | 0     | 0      | 1     | 0      |
|  | 100%            | 13.33% | 86.67%                    | 0%                 | 6.67%  | 0%                     | 26.67% | 6.67%                                     | 53.33% | 0%                               | 0%     | 0%                | 0%     | 0%    | 0%     | 6.67% | 0%     |
| OFFICE OF THE ADMINISTRATOR                          | 10              | 2      | 8                         | 0                  | 0      | 2                      | 5      | 0   | 2      | 0                                | 1      | 0                 | 0      | 0     | 0      | 0     | 0      |
|  | 100%            | 20.00% | 80.00%                    | 0%                 | 0%     | 20.00%                 | 50.00% | 0%  | 20.00% | 0%                               | 10.00% | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| OFFICE OF PUBLIC HEALTH SCIENCE                      | 264             | 121    | 143                       | 8                  | 10     | 75                     | 76     | 21  | 28     | 15                               | 23     | 0                 | 0      | 0     | 0      | 2     | 6      |
|  | 100%            | 45.83% | 54.17%                    | 3.03%              | 3.79%  | 28.41%                 | 28.79% | 7.95%                                     | 10.61% | 5.68%                            | 8.71%  | 0%                | 0%     | 0%    | 0%     | 0.76% | 2.27%  |
| OFFICE OF FIELD OPERATIONS                           | 7680            | 4203   | 3477                      | 448                | 353    | 2823                   | 1685   | 600                                       | 1221   | 193                              | 94     | 9                 | 11     | 75    | 77     | 55    | 36     |
|  | 100%            | 54.73% | 45.27%                    | 5.83%              | 4.60%  | 36.76%                 | 21.94% | 7.81%                                     | 15.90% | 2.51%                            | 1.22%  | 0.12%             | 0.14%  | 0.98% | 1.00%  | 0.72% | 0.47%  |
| OFFICE OF POLICY AND PROGRAM OF DEVELOPMENT          | 123             | 44     | 79                        | 5                  | 0      | 33                     | 52     | 4   | 21     | 2                                | 3      | 0                 | 0      | 0     | 2      | 0     | 1      |
|  | 100%            | 35.77% | 64.23%                    | 4.07%              | 0%     | 26.83%                 | 42.28% | 3.25%                                     | 17.07% | 1.63%                            | 2.44%  | 0%                | 0%     | 0%    | 1.63%  | 0%    | 0.81%  |
| OFFICE OF INTERNATIONAL COORDINATION                 | 7               | 2      | 5                         | 0                  | 0      | 2                      | 5      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0     | 0      | 0     | 0      |
|  | 100%            | 28.57% | 71.43%                    | 0%                 | 0%     | 28.57%                 | 71.43% | 0%  | 0%     | 0%                               | 0%     | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| OFFICE OF PUBLIC AFFAIRS AND CONSUMER EDUCATION      | 49              | 17     | 32                        | 1                  | 5      | 13                     | 13     | 2   | 12     | 1                                | 0      | 0                 | 0      | 0     | 1      | 0     | 1      |
|  | 100%            | 34.69% | 65.31%                    | 2.04%              | 10.20% | 26.53%                 | 26.53% | 4.08%                                     | 24.49% | 2.04%                            | 0%     | 0%                | 0%     | 0%    | 2.04%  | 0%    | 2.04%  |
| OFFICE OF EMPLOYEE EXPERIENCE and DEVELOPMENT        | 45              | 17     | 28                        | 1                  | 2      | 12                     | 12     | 1   | 14     | 2                                | 0      | 0                 | 0      | 0     | 0      | 1     | 0      |
|  | 100%            | 37.78% | 62.22%                    | 2.22%              | 4.44%  | 26.67%                 | 26.67% | 2.22%                                     | 31.11% | 4.44%                            | 0%     | 0%                | 0%     | 0%    | 0%     | 2.22% | 0%     |
| OFFICE OF DATA INTEGRATION AND FOOD PROTECTION       | 2               | 0      | 2                         | 0                  | 0      | 0                      | 2      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0     | 0      | 0     | 0      |
|  | 100%            | 0%     | 100%                      | 0%                 | 0%     | 0%                     | 100%   | 0%  | 0%     | 0%                               | 0%     | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| OFFICE OF INVESTIGATION, ENFORCEMENT AND AUDIT       | 219             | 139    | 80                        | 15                 | 12     | 101                    | 43     | 15  | 20     | 4                                | 3      | 0                 | 0      | 2     | 1      | 2     | 1      |
|  | 100%            | 63.47% | 36.53%                    | 6.85%              | 5.48%  | 46.12%                 | 19.63% | 6.85%                                     | 9.13%  | 1.83%                            | 1.37%  | 0%                | 0%     | 0.91% | 0.46%  | 0.91% | 0.46%  |
| OFFICE OF MANAGEMENT                                 | 194             | 67     | 127                       | 4                  | 6      | 44                     | 69     | 14  | 40     | 3                                | 3      | 0                 | 0      | 1     | 0      | 1     | 9      |
|  | 100%            | 34.54% | 65.46%                    | 2.06%              | 3.09%  | 22.68%                 | 35.57% | 7.22%                                     | 20.62% | 1.55%                            | 1.55%  | 0%                | 0%     | 0.52% | 0%     | 0.52% | 4.64%  |
| OFFICE OF THE CHIEF INFORMATION OFFICER              | 79              | 45     | 34                        | 1                  | 3      | 17                     | 6      | 17  | 15     | 9                                | 8      | 0                 | 1      | 0     | 0      | 1     | 1      |
|  | 100%            | 56.96% | 43.04%                    | 1.27%              | 3.80%  | 21.52%                 | 7.59%  | 21.52%                                    | 18.99% | 11.39%                           | 10.13% | 0%                | 1.27%  | 0%    | 0%     | 1.27% | 1.27%  |

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**Table A3-1: Occupational Categories - Distribution by Race/Ethnicity and Sex**

Year = FY 2019

| OCCUPATIONAL CATEGORIES                             | TOTAL WORKFORCE |        |                           | RACE/ETHNICITY     |        |                        |        |   |        |                                  |        |                   |        |       |        |       |        |
|---|-----------------|--------|---------------------------|--------------------|--------|------------------------|--------|---|--------|----------------------------------|--------|-------------------|--------|-------|--------|-------|--------|
|   |                 |        |                           | Hispanic or Latino |        | Non-Hispanic or Latino |        |   |        |                                  |        |                   |        |       |        |       |        |
|   | White           |        | Black or African American |                    |        | Asian                  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or More Races |        |       |        |       |        |
|   | All             | Male   | Female                    | Male               | Female | Male                   | Female | Male                                      | Female | Male                             | Female | Male              | Female | Male  | Female | Male  | Female |
| <b>1. Officials and Managers</b>                    |                 |        |                           |                    |        |                        |        |   |        |                                  |        |                   |        |       |        |       |        |
| <b>Executive/Senior Level (Grades 15 and Above)</b> | 98              | 48     | 50                        | 3                  | 2      | 33                     | 31     | 8   | 15     | 4                                | 2      | 0                 | 0      | 0     | 0      | 0     | 0      |
|   | 100%            | 48.98% | 51.02%                    | 3.06%              | 2.04%  | 33.67%                 | 31.63% | 8.16%                                     | 15.31% | 4.08%                            | 2.04%  | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| <b>- Mid-Level (Grades 13-14)</b>                   | 337             | 206    | 131                       | 9                  | 12     | 151                    | 81     | 24  | 29     | 21                               | 7      | 0                 | 1      | 1     | 1      | 0     | 0      |
|   | 100%            | 61.13% | 38.87%                    | 2.67%              | 3.56%  | 44.81%                 | 24.04% | 7.12%                                     | 8.61%  | 6.23%                            | 2.08%  | 0%                | 0.30%  | 0.30% | 0.30%  | 0%    | 0%     |
| <b>- First Level (Grades 12 and Below)</b>          | 797             | 445    | 352                       | 30                 | 14     | 338                    | 253    | 43  | 69     | 32                               | 7      | 0                 | 2      | 2     | 6      | 0     | 1      |
|   | 100%            | 55.83% | 44.17%                    | 3.76%              | 1.76%  | 42.41%                 | 31.74% | 5.40%                                     | 8.66%  | 4.02%                            | 0.88%  | 0%                | 0.25%  | 0.25% | 0.75%  | 0%    | 0.13%  |
| <b>- Other Officials and Managers</b>               | 6,837           | 3,687  | 3,150                     | 481                | 374    | 2,419                  | 1,429  | 549                                       | 1,178  | 148                              | 82     | 9                 | 8      | 74    | 74     | 7     | 5      |
|   | 100%            | 53.93% | 46.07%                    | 7.04%              | 5.47%  | 35.38%                 | 20.90% | 8.03%                                     | 17.23% | 2.16%                            | 1.20%  | 0.13%             | 0.12%  | 1.08% | 1.08%  | 0.10% | 0.07%  |
| <b>Officials and Managers Total</b>                 | 8,069           | 4,386  | 3,683                     | 523                | 402    | 2,941                  | 1,794  | 624                                       | 1,291  | 205                              | 98     | 9                 | 11     | 77    | 81     | 7     | 6      |
|   | 100%            | 54.36% | 45.64%                    | 6.48%              | 4.98%  | 36.45%                 | 22.23% | 7.73%                                     | 16.00% | 2.54%                            | 1.21%  | 0.11%             | 0.14%  | 0.95% | 1.00%  | 0.09% | 0.07%  |
| <b>2. Professionals</b>                             | 438             | 193    | 245                       | 9                  | 18     | 120                    | 130    | 35  | 58     | 28                               | 34     | 0                 | 1      | 1     | 2      | 0     | 2      |
|   | 100%            | 44.06% | 55.94%                    | 2.05%              | 4.11%  | 27.40%                 | 29.68% | 7.99%                                     | 13.24% | 6.39%                            | 7.76%  | 0%                | 0.23%  | 0.23% | 0.46%  | 0%    | 0.46%  |
| <b>3. Technicians</b>                               | 202             | 94     | 108                       | 7                  | 14     | 71                     | 64     | 14  | 21     | 2                                | 8      | 0                 | 0      | 0     | 0      | 0     | 1      |
|   | 100%            | 46.53% | 53.47%                    | 3.47%              | 6.93%  | 35.15%                 | 31.68% | 6.93%                                     | 10.40% | 0.99%                            | 3.96%  | 0%                | 0%     | 0%    | 0%     | 0%    | 0.50%  |
| <b>4. Sales Workers</b>                             | 0               | 0      | 0                         | 0                  | 0      | 0                      | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0     | 0      | 0     | 0      |
|   | 0%              | 0%     | 0%                        | 0%                 | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%                               | 0%     | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| <b>5. Administrative Support Workers</b>            | 105             | 24     | 81                        | 3                  | 8      | 16                     | 39     | 3   | 31     | 2                                | 2      | 0                 | 0      | 0     | 0      | 0     | 1      |
|   | 100%            | 22.86% | 77.14%                    | 2.86%              | 7.62%  | 15.24%                 | 37.14% | 2.86%                                     | 29.52% | 1.90%                            | 1.90%  | 0%                | 0%     | 0%    | 0%     | 0%    | 0.95%  |
| <b>6. Craft Workers</b>                             | 1               | 1      | 0                         | 0                  | 0      | 1                      | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0     | 0      | 0     | 0      |
|   | 100%            | 100%   | 0%                        | 0%                 | 0%     | 100%                   | 0%     | 0%  | 0%     | 0%                               | 0%     | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| <b>7. Operatives</b>                                | 0               | 0      | 0                         | 0                  | 0      | 0                      | 0      | 0   | 0      | 0                                | 0      | 0                 | 0      | 0     | 0      | 0     | 0      |
|   | 0%              | 0%     | 0%                        | 0%                 | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%                               | 0%     | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| <b>8. Laborers and Helpers</b>                      | 8               | 7      | 1                         | 1                  | 0      | 1                      | 1      | 4   | 0      | 1                                | 0      | 0                 | 0      | 0     | 0      | 0     | 0      |
|   | 100%            | 87.50% | 12.50%                    | 12.50%             | 0%     | 12.50%                 | 12.50% | 50.00%                                    | 0%     | 12.50%                           | 0%     | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |
| <b>9. Service Workers</b>                           | 11              | 6      | 5                         | 2                  | 0      | 4                      | 4      | 0   | 0      | 0                                | 1      | 0                 | 0      | 0     | 0      | 0     | 0      |
|   | 100%            | 54.55% | 45.45%                    | 18.18%             | 0%     | 36.36%                 | 36.36% | 0%  | 0%     | 0%                               | 9.09%  | 0%                | 0%     | 0%    | 0%     | 0%    | 0%     |

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**Table A3-2: Occupational Categories - Distribution by Race/Ethnicity and Sex**

Year = FY 2019

| OCCUPATIONAL CATEGORIES                             | TOTAL WORKFORCE |             |             | RACE/ETHNICITY     |            |             |             |                           |             |            |            |   |           |                                  |           |                   |           |
|---|-----------------|-------------|-------------|--------------------|------------|-------------|-------------|---------------------------|-------------|------------|------------|---|-----------|----------------------------------|-----------|-------------------|-----------|
|   |                 |             |             | Hispanic or Latino |            | White       |             | Black or African American |             | Asian      |            | Native Hawaiian or Other Pacific Islander |           | American Indian or Alaska Native |           | Two or More Races |           |
|   | All             | Male        | Female      | Male               | Female     | Male        | Female      | Male                      | Female      | Male       | Female     | Male                                      | Female    | Male                             | Female    | Male              | Female    |
| <b>1. Officials and Managers</b>                    |                 |             |             |                    |            |             |             |                           |             |            |            |   |           |                                  |           |                   |           |
| <b>Executive/Senior Level (Grades 15 and Above)</b> | <b>98</b>       | <b>48</b>   | <b>50</b>   | <b>3</b>           | <b>2</b>   | <b>33</b>   | <b>31</b>   | <b>8</b>                  | <b>15</b>   | <b>4</b>   | <b>2</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>0</b>  |
|   | 1.11%           | 1.02%       | 1.21%       | 0.55%              | 0.45%      | 1.05%       | 1.52%       | 1.18%                     | 1.07%       | 1.68%      | 1.40%      | 0%  | 0%        | 0%                               | 0%        | 0%                | 0%        |
| <b>- Mid-Level (Grades 13-14)</b>                   | <b>337</b>      | <b>206</b>  | <b>131</b>  | <b>9</b>           | <b>12</b>  | <b>151</b>  | <b>81</b>   | <b>24</b>                 | <b>29</b>   | <b>21</b>  | <b>7</b>   | <b>0</b>                                  | <b>1</b>  | <b>1</b>                         | <b>1</b>  | <b>0</b>          | <b>0</b>  |
|   | 3.81%           | 4.37%       | 3.18%       | 1.65%              | 2.71%      | 4.79%       | 3.98%       | 3.53%                     | 2.07%       | 8.82%      | 4.90%      | 0%  | 8.33%     | 1.28%                            | 1.20%     | 0%                | 0%        |
| <b>- First Level (Grades 12 and Below)</b>          | <b>797</b>      | <b>445</b>  | <b>352</b>  | <b>30</b>          | <b>14</b>  | <b>338</b>  | <b>253</b>  | <b>43</b>                 | <b>69</b>   | <b>32</b>  | <b>7</b>   | <b>0</b>                                  | <b>2</b>  | <b>2</b>                         | <b>6</b>  | <b>0</b>          | <b>1</b>  |
|   | 9.02%           | 9.44%       | 8.54%       | 5.50%              | 3.17%      | 10.71%      | 12.44%      | 6.32%                     | 4.93%       | 13.45%     | 4.90%      | 0%  | 16.67%    | 2.56%                            | 7.23%     | 0%                | 10.00%    |
| <b>- Other Officials and Managers</b>               | <b>6,837</b>    | <b>3687</b> | <b>3150</b> | <b>481</b>         | <b>374</b> | <b>2419</b> | <b>1429</b> | <b>549</b>                | <b>1178</b> | <b>148</b> | <b>82</b>  | <b>9</b>                                  | <b>8</b>  | <b>74</b>                        | <b>74</b> | <b>7</b>          | <b>5</b>  |
|   | 77.38%          | 78.25%      | 76.38%      | 88.26%             | 84.62%     | 76.67%      | 70.29%      | 80.74%                    | 84.08%      | 62.18%     | 57.34%     | 100%                                      | 66.67%    | 94.87%                           | 89.16%    | 100%              | 50.00%    |
| <b>Officials and Managers Total</b>                 | <b>8069</b>     | <b>4386</b> | <b>3683</b> | <b>523</b>         | <b>402</b> | <b>2941</b> | <b>1794</b> | <b>624</b>                | <b>1291</b> | <b>205</b> | <b>98</b>  | <b>9</b>                                  | <b>11</b> | <b>77</b>                        | <b>81</b> | <b>7</b>          | <b>6</b>  |
|   | 91.32%          | 93.08%      | 89.31%      | 95.96%             | 90.95%     | 93.22%      | 88.24%      | 91.76%                    | 92.15%      | 86.13%     | 68.53%     | 100%                                      | 91.67%    | 98.72%                           | 97.59%    | 100%              | 60.00%    |
| <b>2. Professionals</b>                             | <b>438</b>      | <b>193</b>  | <b>245</b>  | <b>9</b>           | <b>18</b>  | <b>120</b>  | <b>130</b>  | <b>35</b>                 | <b>58</b>   | <b>28</b>  | <b>34</b>  | <b>0</b>                                  | <b>1</b>  | <b>1</b>                         | <b>2</b>  | <b>0</b>          | <b>2</b>  |
|   | 4.96%           | 4.10%       | 5.94%       | 1.65%              | 4.07%      | 3.80%       | 6.39%       | 5.15%                     | 4.14%       | 11.76%     | 23.78%     | 0%  | 8.33%     | 1.28%                            | 2.41%     | 0%                | 20.00%    |
| <b>3. Technicians</b>                               | <b>202</b>      | <b>94</b>   | <b>108</b>  | <b>7</b>           | <b>14</b>  | <b>71</b>   | <b>64</b>   | <b>14</b>                 | <b>21</b>   | <b>2</b>   | <b>8</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>1</b>  |
|   | 2.29%           | 1.99%       | 2.62%       | 1.28%              | 3.17%      | 2.25%       | 3.15%       | 2.06%                     | 1.50%       | 0.84%      | 5.59%      | 0%  | 0%        | 0%                               | 0%        | 0%                | 10.00%    |
| <b>4. Sales Workers</b>                             | <b>0</b>        | <b>0</b>    | <b>0</b>    | <b>0</b>           | <b>0</b>   | <b>0</b>    | <b>0</b>    | <b>0</b>                  | <b>0</b>    | <b>0</b>   | <b>0</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>0</b>  |
|   | 0%              | 0%          | 0%          | 0%                 | 0%         | 0%          | 0%          | 0%                        | 0%          | 0%         | 0%         | 0%  | 0%        | 0%                               | 0%        | 0%                | 0%        |
| <b>5. Administrative Support Workers</b>            | <b>105</b>      | <b>24</b>   | <b>81</b>   | <b>3</b>           | <b>8</b>   | <b>16</b>   | <b>39</b>   | <b>3</b>                  | <b>31</b>   | <b>2</b>   | <b>2</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>1</b>  |
|   | 1.19%           | 0.51%       | 1.96%       | 0.55%              | 1.81%      | 0.51%       | 1.92%       | 0.44%                     | 2.21%       | 0.84%      | 1.40%      | 0%  | 0%        | 0%                               | 0%        | 0%                | 10.00%    |
| <b>6. Craft Workers</b>                             | <b>1</b>        | <b>1</b>    | <b>0</b>    | <b>0</b>           | <b>0</b>   | <b>1</b>    | <b>0</b>    | <b>0</b>                  | <b>0</b>    | <b>0</b>   | <b>0</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>0</b>  |
|   | 0.01%           | 0.02%       | 0%          | 0%                 | 0%         | 0.03%       | 0%          | 0%                        | 0%          | 0%         | 0%         | 0%  | 0%        | 0%                               | 0%        | 0%                | 0%        |
| <b>7. Operatives</b>                                | <b>0</b>        | <b>0</b>    | <b>0</b>    | <b>0</b>           | <b>0</b>   | <b>0</b>    | <b>0</b>    | <b>0</b>                  | <b>0</b>    | <b>0</b>   | <b>0</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>0</b>  |
|   | 0%              | 0%          | 0%          | 0%                 | 0%         | 0%          | 0%          | 0%                        | 0%          | 0%         | 0%         | 0%  | 0%        | 0%                               | 0%        | 0%                | 0%        |
| <b>8. Laborers and Helpers</b>                      | <b>8</b>        | <b>7</b>    | <b>1</b>    | <b>1</b>           | <b>0</b>   | <b>1</b>    | <b>1</b>    | <b>4</b>                  | <b>0</b>    | <b>1</b>   | <b>0</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>0</b>  |
|   | 0.09%           | 0.15%       | 0.02%       | 0.18%              | 0%         | 0.03%       | 0.05%       | 0.59%                     | 0%          | 0.42%      | 0%         | 0%  | 0%        | 0%                               | 0%        | 0%                | 0%        |
| <b>9. Service Workers</b>                           | <b>11</b>       | <b>6</b>    | <b>5</b>    | <b>2</b>           | <b>0</b>   | <b>4</b>    | <b>4</b>    | <b>0</b>                  | <b>0</b>    | <b>0</b>   | <b>1</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>0</b>  |
|   | 0.12%           | 0.13%       | 0.12%       | 0.37%              | 0%         | 0.13%       | 0.20%       | 0%                        | 0%          | 0%         | 0.70%      | 0%  | 0%        | 0%                               | 0%        | 0%                | 0%        |
| <b>TOTAL</b>  | <b>8836</b>     | <b>4712</b> | <b>4124</b> | <b>545</b>         | <b>442</b> | <b>3155</b> | <b>2033</b> | <b>680</b>                | <b>1401</b> | <b>238</b> | <b>143</b> | <b>9</b>                                  | <b>12</b> | <b>78</b>                        | <b>83</b> | <b>7</b>          | <b>10</b> |
|   | 100%            | 100%        | 100%        | 100%               | 100%       | 100%        | 100%        | 100%                      | 100%        | 100%       | 100%       | 100%                                      | 100%      | 100%                             | 100%      | 100%              | 100%      |

NOTE: Percentages computed down columns and NOT across rows

**U. S. DEPARTMENT OF AGRICULTURE  
FOOD SAFETY INSPECTION SRV**

**Table A4-1: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)**

Year = FY 2019

| GS/GM,SES<br>and<br>Related Grades | TOTAL<br>WORKFORCE |        |                                 | RACE/ETHNICITY           |        |                        |        |        |        |       |        |       |        |       |        |   |        |  |        |
|------------------------------------|--------------------|--------|---------------------------------|--------------------------|--------|------------------------|--------|--------|--------|-------|--------|-------|--------|-------|--------|---|--------|--|--------|
|                                    |                    |        |                                 | Hispanic<br>or<br>Latino |        | Non-Hispanic or Latino |        |        |        |       |        |       |        |       |        | Native Hawaiian<br>or Other Pacific<br>Islander |        | American<br>Indian or<br>Alaska Native |        |
|                                    | White              |        | Black or<br>African<br>American |                          |        | Asian                  |        | Male   | Female | Male  | Female | Male  | Female | Male  | Female |   |        |  |        |
|                                    | All                | Male   | Female                          | Male                     | Female | Male                   | Female |        |        |       |        |       |        |       |        | Male  | Female | Male                                   | Female |
| GS-01                              | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0      | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%     | 0%     | 0%    | 0%     | 0%    | 0%     | 0%    | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-02                              | 1                  | 1      | 0                               | 0                        | 0      | 0                      | 0      | 1      | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 100%   | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 100%   | 0%     | 0%    | 0%     | 0%    | 0%     | 0%    | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-03                              | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0      | 0      | 0     | 0      | 0     | 0      | 0     | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%     | 0%     | 0%    | 0%     | 0%    | 0%     | 0%    | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-04                              | 5                  | 2      | 3                               | 0                        | 0      | 1                      | 1      | 1      | 1      | 0     | 1      | 0     | 0      | 0     | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 40.00% | 60.00%                          | 0%                       | 0%     | 20.00%                 | 20.00% | 20.00% | 20.00% | 0%    | 20.00% | 0%    | 0%     | 0%    | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-05                              | 390                | 204    | 186                             | 54                       | 44     | 101                    | 87     | 36     | 44     | 10    | 9      | 3     | 1      | 0     | 1      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 52.31% | 47.69%                          | 13.85%                   | 11.28% | 25.90%                 | 22.31% | 9.23%  | 11.28% | 2.56% | 2.31%  | 0.77% | 0.26%  | 0%    | 0.26%  | 0%  | 0%     | 0%                                     | 0%     |
| GS-06                              | 25                 | 6      | 19                              | 0                        | 2      | 3                      | 12     | 1      | 4      | 2     | 1      | 0     | 0      | 0     | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 24.00% | 76.00%                          | 0%                       | 8.00%  | 12.00%                 | 48.00% | 4.00%  | 16.00% | 8.00% | 4.00%  | 0%    | 0%     | 0%    | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-07                              | 1888               | 825    | 1063                            | 144                      | 154    | 450                    | 370    | 165    | 489    | 40    | 20     | 1     | 2      | 21    | 25     | 4   | 3      | 0                                      | 0      |
|                                    | 100%               | 43.70% | 56.30%                          | 7.63%                    | 8.16%  | 23.83%                 | 19.60% | 8.74%  | 25.90% | 2.12% | 1.06%  | 0.05% | 0.11%  | 1.11% | 1.32%  | 0.21%   | 0.16%  | 0%                                     | 0%     |
| GS-08                              | 504                | 256    | 248                             | 24                       | 34     | 163                    | 102    | 53     | 94     | 11    | 5      | 0     | 2      | 5     | 11     | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 50.79% | 49.21%                          | 4.76%                    | 6.75%  | 32.34%                 | 20.24% | 10.52% | 18.65% | 2.18% | 0.99%  | 0%    | 0.40%  | 0.99% | 2.18%  | 0%  | 0%     | 0%                                     | 0%     |
| GS-09                              | 3352               | 1980   | 1372                            | 210                      | 127    | 1406                   | 719    | 245    | 449    | 75    | 43     | 5     | 2      | 37    | 30     | 2   | 2      | 0                                      | 0      |
|                                    | 100%               | 59.07% | 40.93%                          | 6.26%                    | 3.79%  | 41.95%                 | 21.45% | 7.31%  | 13.39% | 2.24% | 1.28%  | 0.15% | 0.06%  | 1.10% | 0.89%  | 0.06%   | 0.06%  | 0%                                     | 0%     |
| GS-10                              | 516                | 343    | 173                             | 39                       | 16     | 244                    | 95     | 42     | 55     | 10    | 2      | 0     | 1      | 8     | 4      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 66.47% | 33.53%                          | 7.56%                    | 3.10%  | 47.29%                 | 18.41% | 8.14%  | 10.66% | 1.94% | 0.39%  | 0%    | 0.19%  | 1.55% | 0.78%  | 0%  | 0%     | 0%                                     | 0%     |
| GS-11                              | 100                | 39     | 61                              | 1                        | 4      | 30                     | 35     | 5      | 16     | 2     | 4      | 0     | 0      | 1     | 2      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 39.00% | 61.00%                          | 1.00%                    | 4.00%  | 30.00%                 | 35.00% | 5.00%  | 16.00% | 2.00% | 4.00%  | 0%    | 0%     | 1.00% | 2.00%  | 0%  | 0%     | 0%                                     | 0%     |
| GS-12                              | 1137               | 584    | 553                             | 45                       | 33     | 431                    | 356    | 64     | 119    | 41    | 35     | 0     | 2      | 3     | 6      | 0   | 2      | 0                                      | 0      |
|                                    | 100%               | 51.36% | 48.64%                          | 3.96%                    | 2.90%  | 37.91%                 | 31.31% | 5.63%  | 10.47% | 3.61% | 3.08%  | 0%    | 0.18%  | 0.26% | 0.53%  | 0%  | 0.18%  | 0%                                     | 0%     |
| GS-13                              | 544                | 274    | 270                             | 14                       | 16     | 196                    | 158    | 36     | 82     | 24    | 9      | 0     | 1      | 3     | 2      | 1   | 2      | 0                                      | 0      |
|                                    | 100%               | 50.37% | 49.63%                          | 2.57%                    | 2.94%  | 36.03%                 | 29.04% | 6.62%  | 15.07% | 4.41% | 1.65%  | 0%    | 0.18%  | 0.55% | 0.37%  | 0.18%   | 0.37%  | 0%                                     | 0%     |
| GS-14                              | 254                | 136    | 118                             | 8                        | 9      | 93                     | 61     | 18     | 32     | 17    | 12     | 0     | 1      | 0     | 2      | 0   | 1      | 0                                      | 0      |
|                                    | 100%               | 53.54% | 46.46%                          | 3.15%                    | 3.54%  | 36.61%                 | 24.02% | 7.09%  | 12.60% | 6.69% | 4.72%  | 0%    | 0.39%  | 0%    | 0.79%  | 0%  | 0.39%  | 0%                                     | 0%     |
| GS-15                              | 84                 | 40     | 44                              | 3                        | 3      | 26                     | 24     | 7      | 16     | 4     | 1      | 0     | 0      | 0     | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 47.62% | 52.38%                          | 3.57%                    | 3.57%  | 30.95%                 | 28.57% | 8.33%  | 19.05% | 4.76% | 1.19%  | 0%    | 0%     | 0%    | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| SES                                | 24                 | 12     | 12                              | 1                        | 0      | 8                      | 11     | 2      | 0      | 1     | 1      | 0     | 0      | 0     | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 50.00% | 50.00%                          | 4.17%                    | 0%     | 33.33%                 | 45.83% | 8.33%  | 0%     | 4.17% | 4.17%  | 0%    | 0%     | 0%    | 0%     | 0%  | 0%     | 0%                                     | 0%     |

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table A4-1: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Temp)**

Year = FY 2019

| GS/GM,SES<br>and<br>Related Grades | TOTAL<br>WORKFORCE |        |        | RACE/ETHNICITY           |        |                        |        |                                 |        |       |        |      |        |   |        |  |        |
|------------------------------------|--------------------|--------|--------|--------------------------|--------|------------------------|--------|---------------------------------|--------|-------|--------|------|--------|---|--------|--|--------|
|                                    |                    |        |        | Hispanic<br>or<br>Latino |        | Non-Hispanic or Latino |        |                                 |        |       |        |      |        | Native Hawaiian<br>or Other Pacific<br>Islander |        | American<br>Indian or<br>Alaska Native |        |
|                                    | All                | Male   | Female | Male                     | Female | White                  |        | Black or<br>African<br>American |        | Asian |        | Male | Female | Male  | Female | Male                                   | Female |
|                                    |                    |        |        |                          |        | Male                   | Female | Male                            | Female | Male  | Female | Male | Female | Male  | Female | Male                                   | Female |
| GS-01                              | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-02                              | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-03                              | 1                  | 0      | 1      | 0                        | 0      | 0                      | 0      | 0                               | 1      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 0%     | 100%   | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 100%   | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-04                              | 3                  | 1      | 2      | 0                        | 0      | 1                      | 1      | 0                               | 1      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 33.33% | 66.67% | 0%                       | 0%     | 33.33%                 | 33.33% | 0%                              | 33.33% | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-05                              | 48                 | 20     | 28     | 3                        | 9      | 10                     | 6      | 3                               | 13     | 3     | 0      | 0    | 0      | 1   | 0      | 0                                      | 0      |
|                                    | 100%               | 41.67% | 58.33% | 6.25%                    | 18.75% | 20.83%                 | 12.50% | 6.25%                           | 27.08% | 6.25% | 0%     | 0%   | 0%     | 2.08%   | 0%     | 0%                                     | 0%     |
| GS-06                              | 1                  | 1      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 1     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 100%   | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 100%  | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-07                              | 117                | 34     | 83     | 4                        | 6      | 23                     | 26     | 5                               | 46     | 2     | 1      | 0    | 0      | 0   | 3      | 0                                      | 1      |
|                                    | 100%               | 29.06% | 70.94% | 3.42%                    | 5.13%  | 19.66%                 | 22.22% | 4.27%                           | 39.32% | 1.71% | 0.85%  | 0%   | 0%     | 0%  | 2.56%  | 0%                                     | 0.85%  |
| GS-08                              | 2                  | 1      | 1      | 0                        | 0      | 0                      | 1      | 1                               | 0      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 50.00% | 50.00% | 0%                       | 0%     | 0%                     | 50.00% | 50.00%                          | 0%     | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-09                              | 14                 | 12     | 2      | 0                        | 0      | 12                     | 0      | 0                               | 2      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 85.71% | 14.29% | 0%                       | 0%     | 85.71%                 | 0%     | 0%                              | 14.29% | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-10                              | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-11                              | 4                  | 3      | 1      | 0                        | 0      | 3                      | 1      | 0                               | 0      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 75.00% | 25.00% | 0%                       | 0%     | 75.00%                 | 25.00% | 0%                              | 0%     | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-12                              | 20                 | 17     | 3      | 1                        | 0      | 15                     | 2      | 0                               | 1      | 1     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 85.00% | 15.00% | 5.00%                    | 0%     | 75.00%                 | 10.00% | 0%                              | 5.00%  | 5.00% | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-13                              | 4                  | 3      | 1      | 2                        | 0      | 1                      | 1      | 0                               | 0      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 75.00% | 25.00% | 50.00%                   | 0%     | 25.00%                 | 25.00% | 0%                              | 0%     | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-14                              | 1                  | 0      | 1      | 0                        | 0      | 0                      | 1      | 0                               | 0      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 0%     | 100%   | 0%                       | 0%     | 0%                     | 100%   | 0%                              | 0%     | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| GS-15                              | 1                  | 1      | 0      | 1                        | 0      | 0                      | 0      | 0                               | 0      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 100%               | 100%   | 0%     | 100%                     | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |
| SES                                | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0     | 0      | 0    | 0      | 0   | 0      | 0                                      | 0      |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%    | 0%     | 0%   | 0%     | 0%  | 0%     | 0%                                     | 0%     |

**U. S. DEPARTMENT OF AGRICULTURE  
FOOD SAFETY INSPECTION SRV**

**Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Perm)**  
Year = FY 2019

| GS/GM,SES<br>and<br>Related Grades | TOTAL<br>WORKFORCE |        |        | RACE/ETHNICITY           |        |                        |        |                                 |        |        |        |   |        |  |        |        |        |        |
|------------------------------------|--------------------|--------|--------|--------------------------|--------|------------------------|--------|---------------------------------|--------|--------|--------|---|--------|--|--------|--------|--------|--------|
|                                    |                    |        |        | Hispanic<br>or<br>Latino |        | Non-Hispanic or Latino |        |                                 |        |        |        |   |        | Two or More<br>Races                   |        |        |        |        |
|                                    | All                | Male   | Female | Male                     | Female | White                  |        | Black or<br>African<br>American |        | Asian  |        | Native Hawaiian<br>or Other Pacific<br>Islander |        | American<br>Indian or<br>Alaska Native |        | Male   | Female |        |
| <b>GS-01</b>                       | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0      | 0      | 0      |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%     | 0%     | 0%     |
| <b>GS-02</b>                       | 1                  | 1      | 0      | 0                        | 0      | 0                      | 0      | 1                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0      | 0      | 0      |
|                                    | 0.01%              | 0.02%  | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0.15%                           | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%     | 0%     | 0%     |
| <b>GS-03</b>                       | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0      | 0      | 0      |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%     | 0%     | 0%     |
| <b>GS-04</b>                       | 5                  | 2      | 3      | 0                        | 0      | 1                      | 1      | 1                               | 1      | 0      | 1      | 0   | 0      | 0                                      | 0      | 0      | 0      | 0      |
|                                    | 0.06%              | 0.04%  | 0.07%  | 0%                       | 0%     | 0.03%                  | 0.05%  | 0.15%                           | 0.07%  | 0%     | 0.70%  | 0%  | 0%     | 0%                                     | 0%     | 0%     | 0%     | 0%     |
| <b>GS-05</b>                       | 390                | 204    | 186    | 54                       | 44     | 101                    | 87     | 36                              | 44     | 10     | 9      | 3   | 1      | 0                                      | 1      | 0      | 0      | 0      |
|                                    | 4.42%              | 4.34%  | 4.51%  | 9.94%                    | 9.95%  | 3.20%                  | 4.28%  | 5.33%                           | 3.14%  | 4.22%  | 6.29%  | 33.33%  | 8.33%  | 0%                                     | 1.20%  | 0%     | 0%     | 0%     |
| <b>GS-06</b>                       | 25                 | 6      | 19     | 0                        | 2      | 3                      | 12     | 1                               | 4      | 2      | 1      | 0   | 0      | 0                                      | 0      | 0      | 0      | 0      |
|                                    | 0.28%              | 0.13%  | 0.46%  | 0%                       | 0.45%  | 0.10%                  | 0.59%  | 0.15%                           | 0.29%  | 0.84%  | 0.70%  | 0%  | 0%     | 0%                                     | 0%     | 0%     | 0%     | 0%     |
| <b>GS-07</b>                       | 1888               | 825    | 1063   | 144                      | 154    | 450                    | 370    | 165                             | 489    | 40     | 20     | 1   | 2      | 21                                     | 25     | 4      | 3      | 3      |
|                                    | 21.40%             | 17.55% | 25.79% | 26.52%                   | 34.84% | 14.28%                 | 18.22% | 24.41%                          | 34.90% | 16.88% | 13.99% | 11.11%  | 16.67% | 26.92%                                 | 30.12% | 57.14% | 30.00% | 30.00% |
| <b>GS-08</b>                       | 504                | 256    | 248    | 24                       | 34     | 163                    | 102    | 53                              | 94     | 11     | 5      | 0   | 2      | 5                                      | 11     | 0      | 0      | 0      |
|                                    | 5.71%              | 5.44%  | 6.02%  | 4.42%                    | 7.69%  | 5.17%                  | 5.02%  | 7.84%                           | 6.71%  | 4.64%  | 3.50%  | 0%  | 16.67% | 6.41%                                  | 13.25% | 0%     | 0%     | 0%     |
| <b>GS-09</b>                       | 3352               | 1980   | 1372   | 210                      | 127    | 1406                   | 719    | 245                             | 449    | 75     | 43     | 5   | 2      | 37                                     | 30     | 2      | 2      | 2      |
|                                    | 37.99%             | 42.11% | 33.28% | 38.67%                   | 28.73% | 44.61%                 | 35.40% | 36.24%                          | 32.05% | 31.65% | 30.07% | 55.56%  | 16.67% | 47.44%                                 | 36.14% | 28.57% | 20.00% | 20.00% |
| <b>GS-10</b>                       | 516                | 343    | 173    | 39                       | 16     | 244                    | 95     | 42                              | 55     | 10     | 2      | 0   | 1      | 8                                      | 4      | 0      | 0      | 0      |
|                                    | 5.85%              | 7.29%  | 4.20%  | 7.18%                    | 3.62%  | 7.74%                  | 4.68%  | 6.21%                           | 3.93%  | 4.22%  | 1.40%  | 0%  | 8.33%  | 10.26%                                 | 4.82%  | 0%     | 0%     | 0%     |
| <b>GS-11</b>                       | 100                | 39     | 61     | 1                        | 4      | 30                     | 35     | 5                               | 16     | 2      | 4      | 0   | 0      | 1                                      | 2      | 0      | 0      | 0      |
|                                    | 1.13%              | 0.83%  | 1.48%  | 0.18%                    | 0.90%  | 0.95%                  | 1.72%  | 0.74%                           | 1.14%  | 0.84%  | 2.80%  | 0%  | 0%     | 1.28%                                  | 2.41%  | 0%     | 0%     | 0%     |
| <b>GS-12</b>                       | 1137               | 584    | 553    | 45                       | 33     | 431                    | 356    | 64                              | 119    | 41     | 35     | 0   | 2      | 3                                      | 6      | 0      | 2      | 2      |
|                                    | 12.89%             | 12.42% | 13.42% | 8.29%                    | 7.47%  | 13.67%                 | 17.53% | 9.47%                           | 8.49%  | 17.30% | 24.48% | 0%  | 16.67% | 3.85%                                  | 7.23%  | 0%     | 20.00% | 20.00% |
| <b>GS-13</b>                       | 544                | 274    | 270    | 14                       | 16     | 196                    | 158    | 36                              | 82     | 24     | 9      | 0   | 1      | 3                                      | 2      | 1      | 2      | 2      |
|                                    | 6.17%              | 5.83%  | 6.55%  | 2.58%                    | 3.62%  | 6.22%                  | 7.78%  | 5.33%                           | 5.85%  | 10.13% | 6.29%  | 0%  | 8.33%  | 3.85%                                  | 2.41%  | 14.29% | 20.00% | 20.00% |
| <b>GS-14</b>                       | 254                | 136    | 118    | 8                        | 9      | 93                     | 61     | 18                              | 32     | 17     | 12     | 0   | 1      | 0                                      | 2      | 0      | 1      | 1      |
|                                    | 2.88%              | 2.89%  | 2.86%  | 1.47%                    | 2.04%  | 2.95%                  | 3.00%  | 2.66%                           | 2.28%  | 7.17%  | 8.39%  | 0%  | 8.33%  | 0%                                     | 2.41%  | 0%     | 10.00% | 10.00% |
| <b>GS-15</b>                       | 84                 | 40     | 44     | 3                        | 3      | 26                     | 24     | 7                               | 16     | 4      | 1      | 0   | 0      | 0                                      | 0      | 0      | 0      | 0      |
|                                    | 0.95%              | 0.85%  | 1.07%  | 0.55%                    | 0.68%  | 0.82%                  | 1.18%  | 1.04%                           | 1.14%  | 1.69%  | 0.70%  | 0%  | 0%     | 0%                                     | 0%     | 0%     | 0%     | 0%     |
| <b>SES</b>                         | 24                 | 12     | 12     | 1                        | 0      | 8                      | 11     | 2                               | 0      | 1      | 1      | 0   | 0      | 0                                      | 0      | 0      | 0      | 0      |
|                                    | 0.27%              | 0.26%  | 0.29%  | 0.18%                    | 0%     | 0.25%                  | 0.54%  | 0.30%                           | 0%     | 0.42%  | 0.70%  | 0%  | 0%     | 0%                                     | 0%     | 0%     | 0%     | 0%     |
| <b>TOTAL</b>                       | 8824               | 4702   | 4122   | 543                      | 442    | 3152                   | 2031   | 676                             | 1401   | 237    | 143    | 9   | 12     | 78                                     | 83     | 7      | 10     | 10     |
|                                    | 100%               | 100%   | 100%   | 100%                     | 100%   | 100%                   | 100%   | 100%                            | 100%   | 100%   | 100%   | 100%  | 100%   | 100%                                   | 100%   | 100%   | 100%   | 100%   |

NOTE: Percentages computed down columns and NOT across rows

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table A4-2: Participation Rates for General Schedule(GS) Grades by Race/Ethnicity and Sex (Temp)**  
Year = FY 2019

| GS/GM,SES<br>and<br>Related Grades | TOTAL<br>WORKFORCE |        |        | RACE/ETHNICITY           |        |                        |        |                                 |        |        |      |   |      |  |      |                      |      |        |      |
|------------------------------------|--------------------|--------|--------|--------------------------|--------|------------------------|--------|---------------------------------|--------|--------|------|---|------|--|------|----------------------|------|--------|------|
|                                    |                    |        |        | Hispanic<br>or<br>Latino |        | Non-Hispanic or Latino |        |                                 |        |        |      |   |      |  |      |                      |      |        |      |
|                                    | All                | Male   | Female | Male                     | Female | White                  |        | Black or<br>African<br>American |        | Asian  |      | Native Hawaiian<br>or Other Pacific<br>Islander |      | American<br>Indian or<br>Alaska Native |      | Two or More<br>Races |      |        |      |
|                                    |                    |        |        |                          | Male   | Female                 | Male   | Female                          | Male   | Female | Male | Female  | Male | Female                                 | Male | Female               | Male | Female |      |
| <b>GS-01</b>                       | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-02</b>                       | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-03</b>                       | 1                  | 0      | 1      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 1      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 0.46%              | 0%     | 0.81%  | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 1.56%  | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-04</b>                       | 3                  | 1      | 2      | 0                        | 0      | 1                      | 1      | 0                               | 1      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 1.39%              | 1.08%  | 1.63%  | 0%                       | 0%     | 1.54%                  | 2.56%  | 0%                              | 1.56%  | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-05</b>                       | 48                 | 20     | 28     | 3                        | 9      | 10                     | 6      | 3                               | 13     | 3      | 0    | 0   | 0    | 1                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 22.22%             | 21.51% | 22.76% | 27.27%                   | 60.00% | 15.38%                 | 15.38% | 33.33%                          | 20.31% | 42.86% | 0%   | 0%  | 0%   | 100%                                   | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-06</b>                       | 1                  | 1      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 1      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 0.46%              | 1.08%  | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 14.29% | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-07</b>                       | 117                | 34     | 83     | 4                        | 6      | 23                     | 26     | 5                               | 46     | 2      | 1    | 0   | 0    | 0                                      | 3    | 0                    | 1    | 1      | 1    |
|                                    | 54.17%             | 36.56% | 67.48% | 36.36%                   | 40.00% | 35.38%                 | 66.67% | 55.56%                          | 71.88% | 28.57% | 100% | 0%  | 0%   | 0%                                     | 100% | 0%                   | 100% | 0%     | 100% |
| <b>GS-08</b>                       | 2                  | 1      | 1      | 0                        | 0      | 0                      | 1      | 1                               | 0      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 0.93%              | 1.08%  | 0.81%  | 0%                       | 0%     | 0%                     | 2.56%  | 11.11%                          | 0%     | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-09</b>                       | 14                 | 12     | 2      | 0                        | 0      | 12                     | 0      | 0                               | 2      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 6.48%              | 12.90% | 1.63%  | 0%                       | 0%     | 18.46%                 | 0%     | 0%                              | 3.13%  | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-10</b>                       | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-11</b>                       | 4                  | 3      | 1      | 0                        | 0      | 3                      | 1      | 0                               | 0      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 1.85%              | 3.23%  | 0.81%  | 0%                       | 0%     | 4.62%                  | 2.56%  | 0%                              | 0%     | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-12</b>                       | 20                 | 17     | 3      | 1                        | 0      | 15                     | 2      | 0                               | 1      | 1      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 9.26%              | 18.28% | 2.44%  | 9.09%                    | 0%     | 23.08%                 | 5.13%  | 0%                              | 1.56%  | 14.29% | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-13</b>                       | 4                  | 3      | 1      | 2                        | 0      | 1                      | 1      | 0                               | 0      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 1.85%              | 3.23%  | 0.81%  | 18.18%                   | 0%     | 1.54%                  | 2.56%  | 0%                              | 0%     | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-14</b>                       | 1                  | 0      | 1      | 0                        | 0      | 0                      | 1      | 0                               | 0      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 0.46%              | 0%     | 0.81%  | 0%                       | 0%     | 0%                     | 2.56%  | 0%                              | 0%     | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>GS-15</b>                       | 1                  | 1      | 0      | 1                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 0.46%              | 1.08%  | 0%     | 9.09%                    | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>SES</b>                         | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0    | 0   | 0    | 0                                      | 0    | 0                    | 0    | 0      | 0    |
|                                    | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%   | 0%  | 0%   | 0%                                     | 0%   | 0%                   | 0%   | 0%     | 0%   |
| <b>TOTAL</b>                       | 216                | 93     | 123    | 11                       | 15     | 65                     | 39     | 9                               | 64     | 7      | 1    | 0   | 0    | 1                                      | 3    | 0                    | 1    | 1      | 1    |
|                                    | 100%               | 100%   | 100%   | 100%                     | 100%   | 100%                   | 100%   | 100%                            | 100%   | 100%   | 100% | 100%  | 100% | 100%                                   | 100% | 100%                 | 100% | 100%   | 100% |

NOTE: Percentages computed down columns and NOT across rows

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table A5-1: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)**

Year = FY 2019

| WD/WG,WL/WS, and<br>Other Wage Grades | TOTAL<br>WORKFORCE |        |        | RACE/ETHNICITY           |        |                        |        |                                 |        |        |        |   |        |  |        |                      |        |
|---------------------------------------|--------------------|--------|--------|--------------------------|--------|------------------------|--------|---------------------------------|--------|--------|--------|---|--------|--|--------|----------------------|--------|
|                                       |                    |        |        | Hispanic<br>or<br>Latino |        | Non-Hispanic or Latino |        |                                 |        |        |        |   |        |  |        |                      |        |
|                                       | All                | Male   | Female | Male                     | Female | White                  |        | Black or<br>African<br>American |        | Asian  |        | Native Hawaiian<br>or Other Pacific<br>Islander |        | American<br>Indian or<br>Alaska Native |        | Two or More<br>Races |        |
|                                       |                    |        |        |                          |        | Male                   | Female | Male                            | Female | Male   | Female | Male  | Female | Male                                   | Female | Male                 | Female |
| WG-01                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-02                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-03                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-04                                 | 8                  | 7      | 1      | 1                        | 0      | 1                      | 1      | 4                               | 0      | 1      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 100%               | 87.50% | 12.50% | 12.50%                   | 0%     | 12.50%                 | 12.50% | 50.00%                          | 0%     | 12.50% | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-05                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-06                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-07                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-08                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-09                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-10                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-11                                 | 1                  | 1      | 0      | 0                        | 0      | 1                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 100%               | 100%   | 0%     | 0%                       | 0%     | 100%                   | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-12                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-13                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-14                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| WG-15                                 | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |
| All other<br>Wage Grades              | 0                  | 0      | 0      | 0                        | 0      | 0                      | 0      | 0                               | 0      | 0      | 0      | 0   | 0      | 0                                      | 0      | 0                    | 0      |
|                                       | 0%                 | 0%     | 0%     | 0%                       | 0%     | 0%                     | 0%     | 0%                              | 0%     | 0%     | 0%     | 0%  | 0%     | 0%                                     | 0%     | 0%                   | 0%     |

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table A5-2: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)**

Year = FY 2019

| WD/WG,WL/WS, and<br>Other Wage Grades | TOTAL<br>WORKFORCE |          |                                 | RACE/ETHNICITY           |          |                        |          |   |          |  |          |                      |          |          |          |          |          |
|---------------------------------------|--------------------|----------|---------------------------------|--------------------------|----------|------------------------|----------|---|----------|--|----------|----------------------|----------|----------|----------|----------|----------|
|                                       |                    |          |                                 | Hispanic<br>or<br>Latino |          | Non-Hispanic or Latino |          |   |          |  |          |                      |          |          |          |          |          |
|                                       | White              |          | Black or<br>African<br>American |                          |          | Asian                  |          | Native Hawaiian<br>or Other Pacific<br>Islander |          | American<br>Indian or<br>Alaska Native |          | Two or More<br>Races |          |          |          |          |          |
|                                       | All                | Male     | Female                          | Male                     | Female   | Male                   | Female   | Male  | Female   | Male                                   | Female   | Male                 | Female   | Male     | Female   | Male     | Female   |
| <b>WG-01</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-02</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-03</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-04</b>                          | <b>8</b>           | <b>7</b> | <b>1</b>                        | <b>1</b>                 | <b>0</b> | <b>1</b>               | <b>1</b> | <b>4</b>  | <b>0</b> | <b>1</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 88.89%             | 87.50%   | 100%                            | 100%                     | 0%       | 50.00%                 | 100%     | 100%  | 0%       | 100%                                   | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-05</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-06</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-07</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-08</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-09</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-10</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-11</b>                          | <b>1</b>           | <b>1</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>1</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 11.11%             | 12.50%   | 0%                              | 0%                       | 0%       | 50.00%                 | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-12</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-13</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-14</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>WG-15</b>                          | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>All other<br/>Wage Grades</b>      | <b>0</b>           | <b>0</b> | <b>0</b>                        | <b>0</b>                 | <b>0</b> | <b>0</b>               | <b>0</b> | <b>0</b>  | <b>0</b> | <b>0</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 0%                 | 0%       | 0%                              | 0%                       | 0%       | 0%                     | 0%       | 0%  | 0%       | 0%                                     | 0%       | 0%                   | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>TOTAL</b>                          | <b>9</b>           | <b>8</b> | <b>1</b>                        | <b>1</b>                 | <b>0</b> | <b>2</b>               | <b>1</b> | <b>4</b>  | <b>0</b> | <b>1</b>                               | <b>0</b> | <b>0</b>             | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                                       | 100%               | 100%     | 100%                            | 100%                     | 100%     | 100%                   | 100%     | 100%  | 100%     | 100%                                   | 100%     | 100%                 | 100%     | 100%     | 100%     | 100%     | 100%     |

NOTE: Percentages computed down columns and NOT across rows

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Perm)**

Year = FY 2019

| Major Occupations                        | TOTAL WORKFORCE |               |                           | RACE/ETHNICITY     |              |                        |               |   |              |                                  |              |                   |              |              |              |              |              |
|--|-----------------|---------------|---------------------------|--------------------|--------------|------------------------|---------------|---|--------------|----------------------------------|--------------|-------------------|--------------|--------------|--------------|--------------|--------------|
|  |                 |               |                           | Hispanic or Latino |              | Non-Hispanic or Latino |               |   |              |                                  |              |                   |              |              |              |              |              |
|  | White           |               | Black or African American |                    |              | Asian                  |               | Native Hawaiian or Other Pacific Islander |              | American Indian or Alaska Native |              | Two or More Races |              |              |              |              |              |
|  | All             | Male          | Female                    | Male               | Female       | Male                   | Female        | Male                                      | Female       | Male                             | Female       | Male              | Female       | Male         | Female       | Male         | Female       |
| <b>1862 - CONSUMER SAFETY INSPECTION</b> | <b>4103</b>     | <b>2453</b>   | <b>1650</b>               | <b>259</b>         | <b>161</b>   | <b>1720</b>            | <b>834</b>    | <b>323</b>                                | <b>560</b>   | <b>96</b>                        | <b>45</b>    | <b>5</b>          | <b>5</b>     | <b>49</b>    | <b>44</b>    | <b>1</b>     | <b>1</b>     |
|  | 100%            | 59.79%        | 40.21%                    | 6.31%              | 3.92%        | 41.92%                 | 20.33%        | 7.87%                                     | 13.65%       | 2.34%                            | 1.10%        | 0.12%             | 0.12%        | 1.19%        | 1.07%        | 0.02%        | 0.02%        |
| Occupational CLF                         |                 | <b>52.30%</b> | <b>47.70%</b>             | <b>5.00%</b>       | <b>4.90%</b> | <b>39.30%</b>          | <b>32.50%</b> | <b>4.00%</b>                              | <b>6.80%</b> | <b>2.80%</b>                     | <b>2.40%</b> | <b>0.00%</b>      | <b>0.10%</b> | <b>0.40%</b> | <b>0.40%</b> | <b>0.80%</b> | <b>0.70%</b> |
| <b>1863 - FOOD INSPECTION</b>            | <b>2296</b>     | <b>1088</b>   | <b>1208</b>               | <b>205</b>         | <b>194</b>   | <b>603</b>             | <b>440</b>    | <b>202</b>                                | <b>512</b>   | <b>48</b>                        | <b>30</b>    | <b>4</b>          | <b>3</b>     | <b>21</b>    | <b>27</b>    | <b>5</b>     | <b>2</b>     |
|  | 100%            | 47.39%        | 52.61%                    | 8.93%              | 8.45%        | 26.26%                 | 19.16%        | 8.80%                                     | 22.30%       | 2.09%                            | 1.31%        | 0.17%             | 0.13%        | 0.91%        | 1.18%        | 0.22%        | 0.09%        |
| Occupational CLF                         |                 | <b>56.30%</b> | <b>43.60%</b>             | <b>8.20%</b>       | <b>7.40%</b> | <b>38.40%</b>          | <b>23.80%</b> | <b>6.70%</b>                              | <b>8.40%</b> | <b>2.20%</b>                     | <b>2.60%</b> | <b>0.20%</b>      | <b>0.00%</b> | <b>0.20%</b> | <b>0.70%</b> | <b>0.50%</b> | <b>0.70%</b> |
| <b>0701 - VETERINARY MEDICAL SCIENCE</b> | <b>930</b>      | <b>503</b>    | <b>427</b>                | <b>25</b>          | <b>17</b>    | <b>377</b>             | <b>309</b>    | <b>53</b>                                 | <b>86</b>    | <b>44</b>                        | <b>7</b>     | <b>0</b>          | <b>2</b>     | <b>4</b>     | <b>5</b>     | <b>0</b>     | <b>1</b>     |
|  | 100%            | 54.09%        | 45.91%                    | 2.69%              | 1.83%        | 40.54%                 | 33.23%        | 5.70%                                     | 9.25%        | 4.73%                            | 0.75%        | 0%                | 0.22%        | 0.43%        | 0.54%        | 0%           | 0.11%        |
| Occupational CLF                         |                 | <b>48.60%</b> | <b>51.40%</b>             | <b>1.60%</b>       | <b>1.60%</b> | <b>44.70%</b>          | <b>46.60%</b> | <b>0.40%</b>                              | <b>1.20%</b> | <b>1.30%</b>                     | <b>1.20%</b> | <b>0.00%</b>      | <b>0.00%</b> | <b>0.20%</b> | <b>0.10%</b> | <b>0.40%</b> | <b>0.60%</b> |
| <b>0696 - CONSUMER SAFETY</b>            | <b>247</b>      | <b>128</b>    | <b>119</b>                | <b>8</b>           | <b>10</b>    | <b>101</b>             | <b>76</b>     | <b>15</b>                                 | <b>23</b>    | <b>4</b>                         | <b>7</b>     | <b>0</b>          | <b>1</b>     | <b>0</b>     | <b>1</b>     | <b>0</b>     | <b>1</b>     |
|  | 100%            | 51.82%        | 48.18%                    | 3.24%              | 4.05%        | 40.89%                 | 30.77%        | 6.07%                                     | 9.31%        | 1.62%                            | 2.83%        | 0%                | 0.40%        | 0%           | 0.40%        | 0%           | 0.40%        |
| Occupational CLF                         |                 | <b>57.00%</b> | <b>43.00%</b>             | <b>5.40%</b>       | <b>3.30%</b> | <b>42.30%</b>          | <b>32.90%</b> | <b>5.60%</b>                              | <b>4.40%</b> | <b>2.00%</b>                     | <b>1.50%</b> | <b>0.10%</b>      | <b>0.10%</b> | <b>0.40%</b> | <b>0.40%</b> | <b>1.20%</b> | <b>0.50%</b> |

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**Table A6: Participation Rates for Major Occupations - Distribution by Race/Ethnicity and Sex (Temp)**

Year = FY 2019

| Major Occupations                        | TOTAL WORKFORCE |           |            | RACE/ETHNICITY     |           |                        |           |                           |           |          |          |   |          |                                  |          |                   |          |
|--|-----------------|-----------|------------|--------------------|-----------|------------------------|-----------|---------------------------|-----------|----------|----------|---|----------|----------------------------------|----------|-------------------|----------|
|  |                 |           |            | Hispanic or Latino |           | Non-Hispanic or Latino |           |                           |           |          |          |   |          |                                  |          |                   |          |
|  | All             | Male      | Female     |                    |           | White                  |           | Black or African American |           | Asian    |          | Native Hawaiian or Other Pacific Islander |          | American Indian or Alaska Native |          | Two or More Races |          |
| Male                                     |                 |           |            | Female             | Male      | Female                 | Male      | Female                    | Male      | Female   | Male     | Female                                    | Male     | Female                           | Male     | Female            | Male     |
| <b>0701 - VETERINARY MEDICAL SCIENCE</b> | <b>23</b>       | <b>21</b> | <b>2</b>   | <b>2</b>           | <b>0</b>  | <b>18</b>              | <b>2</b>  | <b>0</b>                  | <b>0</b>  | <b>1</b> | <b>0</b> | <b>0</b>                                  | <b>0</b> | <b>0</b>                         | <b>0</b> | <b>0</b>          | <b>0</b> |
|  | 100%            | 91.30%    | 8.70%      | 8.70%              | 0%        | 78.26%                 | 8.70%     | 0%                        | 0%        | 4.35%    | 0%       | 0%  | 0%       | 0%                               | 0%       | 0%                | 0%       |
| Occupational CLF                         |                 |           |            |                    |           |                        |           |                           |           |          |          |   |          |                                  |          |                   |          |
| <b>1862 - CONSUMER SAFETY INSPECTION</b> | <b>11</b>       | <b>9</b>  | <b>2</b>   | <b>0</b>           | <b>0</b>  | <b>8</b>               | <b>1</b>  | <b>1</b>                  | <b>1</b>  | <b>0</b> | <b>0</b> | <b>0</b>                                  | <b>0</b> | <b>0</b>                         | <b>0</b> | <b>0</b>          | <b>0</b> |
|  | 100%            | 81.82%    | 18.18%     | 0%                 | 0%        | 72.73%                 | 9.09%     | 9.09%                     | 9.09%     | 0%       | 0%       | 0%  | 0%       | 0%                               | 0%       | 0%                | 0%       |
| Occupational CLF                         |                 |           |            |                    |           |                        |           |                           |           |          |          |   |          |                                  |          |                   |          |
| <b>1863 - FOOD INSPECTION</b>            | <b>163</b>      | <b>55</b> | <b>108</b> | <b>7</b>           | <b>15</b> | <b>35</b>              | <b>30</b> | <b>8</b>                  | <b>58</b> | <b>4</b> | <b>1</b> | <b>0</b>                                  | <b>0</b> | <b>1</b>                         | <b>3</b> | <b>0</b>          | <b>1</b> |
|  | 100%            | 33.74%    | 66.26%     | 4.29%              | 9.20%     | 21.47%                 | 18.40%    | 4.91%                     | 35.58%    | 2.45%    | 0.61%    | 0%  | 0%       | 0.61%                            | 1.84%    | 0%                | 0.61%    |
| Occupational CLF                         |                 |           |            |                    |           |                        |           |                           |           |          |          |   |          |                                  |          |                   |          |

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**Table A8: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex**

Year = FY 2019

| TYPE OF APPOINTMENT     | TOTAL WORKFORCE |            |                           | RACE/ETHNICITY     |           |                        |            |   |           |                                  |           |                   |          |          |          |          |          |
|-------------------------|-----------------|------------|---------------------------|--------------------|-----------|------------------------|------------|---|-----------|----------------------------------|-----------|-------------------|----------|----------|----------|----------|----------|
|                         |                 |            |                           | Hispanic or Latino |           | Non-Hispanic or Latino |            |   |           |                                  |           |                   |          |          |          |          |          |
|                         | White           |            | Black or African American |                    |           | Asian                  |            | Native Hawaiian or Other Pacific Islander |           | American Indian or Alaska Native |           | Two or More Races |          |          |          |          |          |
|                         | All             | Male       | Female                    | Male               | Female    | Male                   | Female     | Male                                      | Female    | Male                             | Female    | Male              | Female   | Male     | Female   | Male     | Female   |
| <b>PERMANENT</b>        | <b>629</b>      | <b>312</b> | <b>317</b>                | <b>58</b>          | <b>59</b> | <b>174</b>             | <b>173</b> | <b>52</b>                                 | <b>65</b> | <b>23</b>                        | <b>14</b> | <b>3</b>          | <b>3</b> | <b>0</b> | <b>3</b> | <b>2</b> | <b>0</b> |
|                         | 100%            | 49.60%     | 50.40%                    | 9.22%              | 9.38%     | 27.66%                 | 27.50%     | 8.27%                                     | 10.33%    | 3.66%                            | 2.23%     | 0.48%             | 0.48%    | 0%       | 0.48%    | 0.32%    | 0%       |
| <b>TEMPORARY</b>        | <b>56</b>       | <b>24</b>  | <b>32</b>                 | <b>4</b>           | <b>9</b>  | <b>16</b>              | <b>11</b>  | <b>1</b>                                  | <b>11</b> | <b>3</b>                         | <b>1</b>  | <b>0</b>          | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                         | 100%            | 42.86%     | 57.14%                    | 7.14%              | 16.07%    | 28.57%                 | 19.64%     | 1.79%                                     | 19.64%    | 5.36%                            | 1.79%     | 0%                | 0%       | 0%       | 0%       | 0%       | 0%       |
| <b>NON-APPROPRIATED</b> | <b>0</b>        | <b>0</b>   | <b>0</b>                  | <b>0</b>           | <b>0</b>  | <b>0</b>               | <b>0</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> |
|                         | 0%              | 0%         | 0%                        | 0%                 | 0%        | 0%                     | 0%         | 0%  | 0%        | 0%                               | 0%        | 0%                | 0%       | 0%       | 0%       | 0%       | 0%       |
| CLF (2010)              |                 | 51.86%     | 48.14%                    | 5.17%              | 4.79%     | 38.33%                 | 34.03%     | 5.49%                                     | 6.53%     | 1.97%                            | 1.93%     | 0.07%             | 0.07%    | 0.55%    | 0.53%    | 0.26%    | 0.28%    |

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**Table A10: NON-COMPETITIVE PROMOTIONS - TIME IN GRADE - Distribution by Race/Ethnicity and Sex**

Year = FY 2019

| TYPE OF APPOINTMENT                       | TOTAL WORKFORCE |            |                           | RACE/ETHNICITY     |            |                        |            |   |            |                                  |           |                   |          |           |           |           |           |
|---|-----------------|------------|---------------------------|--------------------|------------|------------------------|------------|---|------------|----------------------------------|-----------|-------------------|----------|-----------|-----------|-----------|-----------|
|   |                 |            |                           | Hispanic or Latino |            | Non-Hispanic or Latino |            |   |            |                                  |           |                   |          |           |           |           |           |
|   | White           |            | Black or African American |                    |            | Asian                  |            | Native Hawaiian or Other Pacific Islander |            | American Indian or Alaska Native |           | Two or More Races |          |           |           |           |           |
|   | All             | Male       | Female                    | Male               | Female     | Male                   | Female     | Male                                      | Female     | Male                             | Female    | Male              | Female   | Male      | Female    | Male      | Female    |
| <b>Total Employees</b>                    |                 |            |                           |                    |            |                        |            |   |            |                                  |           |                   |          |           |           |           |           |
| <b>Eligible for Career</b>                | <b>2054</b>     | <b>989</b> | <b>1065</b>               | <b>100</b>         | <b>106</b> | <b>620</b>             | <b>476</b> | <b>186</b>                                | <b>404</b> | <b>41</b>                        | <b>26</b> | <b>3</b>          | <b>3</b> | <b>20</b> | <b>31</b> | <b>19</b> | <b>19</b> |
| <b>Ladder Promotions</b>                  | 100%            | 48.15%     | 51.85%                    | 4.87%              | 5.16%      | 30.19%                 | 23.17%     | 9.06%                                     | 19.67%     | 2.00%                            | 1.27%     | 0.15%             | 0.15%    | 0.97%     | 1.51%     | 0.93%     | 0.93%     |
| <b>Time in grade in excess of minimum</b> |                 |            |                           |                    |            |                        |            |   |            |                                  |           |                   |          |           |           |           |           |
| <b>1 - 12 months</b>                      | <b>352</b>      | <b>160</b> | <b>192</b>                | <b>13</b>          | <b>15</b>  | <b>107</b>             | <b>82</b>  | <b>26</b>                                 | <b>82</b>  | <b>8</b>                         | <b>5</b>  | <b>0</b>          | <b>0</b> | <b>5</b>  | <b>8</b>  | <b>1</b>  | <b>0</b>  |
|   | 100%            | 45.45%     | 54.55%                    | 3.69%              | 4.26%      | 30.40%                 | 23.30%     | 7.39%                                     | 23.30%     | 2.27%                            | 1.42%     | 0%                | 0%       | 1.42%     | 2.27%     | 0.28%     | 0%        |
| <b>13 - 24 months</b>                     | <b>131</b>      | <b>55</b>  | <b>76</b>                 | <b>3</b>           | <b>8</b>   | <b>39</b>              | <b>21</b>  | <b>10</b>                                 | <b>46</b>  | <b>0</b>                         | <b>0</b>  | <b>0</b>          | <b>0</b> | <b>2</b>  | <b>1</b>  | <b>1</b>  | <b>0</b>  |
|   | 100%            | 41.98%     | 58.02%                    | 2.29%              | 6.11%      | 29.77%                 | 16.03%     | 7.63%                                     | 35.11%     | 0%                               | 0%        | 0%                | 0%       | 1.53%     | 0.76%     | 0.76%     | 0%        |
| <b>25+ months</b>                         | <b>607</b>      | <b>280</b> | <b>327</b>                | <b>25</b>          | <b>16</b>  | <b>193</b>             | <b>163</b> | <b>51</b>                                 | <b>134</b> | <b>4</b>                         | <b>4</b>  | <b>0</b>          | <b>0</b> | <b>6</b>  | <b>9</b>  | <b>1</b>  | <b>1</b>  |
|   | 100%            | 46.13%     | 53.87%                    | 4.12%              | 2.64%      | 31.80%                 | 26.85%     | 8.40%                                     | 22.08%     | 0.66%                            | 0.66%     | 0%                | 0%       | 0.99%     | 1.48%     | 0.16%     | 0.16%     |

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**Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex**

Year = FY 2019

| Type of Award                       | TOTAL WORKFORCE |         |                           | RACE/ETHNICITY     |        |                        |         |        |        |        |        |       |        |       |        |   |        |                                  |
|-------------------------------------|-----------------|---------|---------------------------|--------------------|--------|------------------------|---------|--------|--------|--------|--------|-------|--------|-------|--------|---|--------|----------------------------------|
|                                     |                 |         |                           | Hispanic or Latino |        | Non-Hispanic or Latino |         |        |        |        |        |       |        |       |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |
|                                     | White           |         | Black or African American |                    |        | Asian                  |         | Male   | Female | Male   | Female | Male  | Female | Male  | Female |   |        |                                  |
|                                     | All             | Male    | Female                    | Male               | Female | Male                   | Female  |        |        |        |        |       |        |       |        | Male                                      | Female | Male                             |
| <b>TIME-OFF AWARDS - 1-9 HOURS</b>  |                 |         |                           |                    |        |                        |         |        |        |        |        |       |        |       |        |   |        |                                  |
| Total Time-Off                      | 609             | 307     | 302                       | 32                 | 29     | 217                    | 164     | 39     | 71     | 16     | 35     | 1     | 0      | 2     | 1      | 0   | 2      |                                  |
| Awards Given                        | 100%            | 50.41%  | 49.59%                    | 5.25%              | 4.76%  | 35.63%                 | 26.93%  | 6.40%  | 11.66% | 2.63%  | 5.75%  | 0.16% | 0%     | 0.33% | 0.16%  | 0%  | 0.33%  |                                  |
| Total Hours                         | 4755            | 2407    | 2348                      | 252                | 228    | 1694                   | 1272    | 308    | 544    | 129    | 280    | 8     | 0      | 16    | 8      | 0   | 16     |                                  |
| Average Hours                       | 8               | 8       | 8                         | 8                  | 8      | 8                      | 8       | 8      | 8      | 8      | 8      | 8     | 0      | 8     | 8      | 0   | 8      |                                  |
| <b>TIME-OFF AWARDS - 9+ HOURS</b>   |                 |         |                           |                    |        |                        |         |        |        |        |        |       |        |       |        |   |        |                                  |
| Total Time-Off                      | 916             | 491     | 425                       | 37                 | 29     | 362                    | 285     | 47     | 75     | 36     | 25     | 0     | 0      | 8     | 9      | 1   | 2      |                                  |
| Awards Given                        | 100%            | 53.60%  | 46.40%                    | 4.04%              | 3.17%  | 39.52%                 | 31.11%  | 5.13%  | 8.19%  | 3.93%  | 2.73%  | 0%    | 0%     | 0.87% | 0.98%  | 0.11%                                     | 0.22%  |                                  |
| Total Hours                         | 12768           | 6558    | 6210                      | 468                | 408    | 4741                   | 4182    | 602    | 1057   | 635    | 407    | 0     | 0      | 100   | 124    | 12  | 32     |                                  |
| Average Hours                       | 14              | 13      | 15                        | 13                 | 14     | 13                     | 15      | 13     | 14     | 18     | 16     | 0     | 0      | 13    | 14     | 12  | 16     |                                  |
| <b>CASH AWARDS - \$100 - \$500</b>  |                 |         |                           |                    |        |                        |         |        |        |        |        |       |        |       |        |   |        |                                  |
| Total Cash Awards                   | 6554            | 3602    | 2952                      | 419                | 316    | 2412                   | 1386    | 530    | 1094   | 161    | 75     | 7     | 8      | 70    | 67     | 3   | 6      |                                  |
| Given                               | 100%            | 54.96%  | 45.04%                    | 6.39%              | 4.82%  | 36.80%                 | 21.15%  | 8.09%  | 16.69% | 2.46%  | 1.14%  | 0.11% | 0.12%  | 1.07% | 1.02%  | 0.05%                                     | 0.09%  |                                  |
| Total Amount                        | 2359513         | 1297816 | 1061697                   | 148311             | 112949 | 872184                 | 499259  | 190608 | 392714 | 58163  | 27482  | 2430  | 2920   | 25114 | 24183  | 1006                                      | 2190   |                                  |
| Average Amount                      | 360             | 360     | 360                       | 354                | 357    | 362                    | 360     | 360    | 359    | 361    | 366    | 347   | 365    | 359   | 361    | 335                                       | 365    |                                  |
| <b>CASH AWARDS - \$500+</b>         |                 |         |                           |                    |        |                        |         |        |        |        |        |       |        |       |        |   |        |                                  |
| Total Cash Awards                   | 3565            | 1880    | 1685                      | 162                | 122    | 1379                   | 914     | 229    | 540    | 93     | 69     | 1     | 4      | 15    | 30     | 1   | 6      |                                  |
| Given                               | 100%            | 52.73%  | 47.27%                    | 4.54%              | 3.42%  | 38.68%                 | 25.64%  | 6.42%  | 15.15% | 2.61%  | 1.94%  | 0.03% | 0.11%  | 0.42% | 0.84%  | 0.03%                                     | 0.17%  |                                  |
| Total Amount                        | 6341843         | 3249749 | 3092094                   | 241652             | 192003 | 2397700                | 1805699 | 378598 | 887558 | 209851 | 140481 | 750   | 7916   | 20448 | 44429  | 750                                       | 14008  |                                  |
| Average Amount                      | 1779            | 1729    | 1835                      | 1492               | 1574   | 1739                   | 1976    | 1653   | 1644   | 2256   | 2036   | 750   | 1979   | 1363  | 1481   | 750                                       | 2335   |                                  |
| <b>QUALITY STEP INCREASES (QSI)</b> |                 |         |                           |                    |        |                        |         |        |        |        |        |       |        |       |        |   |        |                                  |
| Total QSI's Awarded                 | 125             | 63      | 62                        | 6                  | 9      | 42                     | 39      | 9      | 11     | 3      | 2      | 0     | 0      | 3     | 1      | 0   | 0      |                                  |
|                                     | 100%            | 50.40%  | 49.60%                    | 4.80%              | 7.20%  | 33.60%                 | 31.20%  | 7.20%  | 8.80%  | 2.40%  | 1.60%  | 0%    | 0%     | 2.40% | 0.80%  | 0%  | 0%     |                                  |
| Total Benefit                       | 283328          | 164138  | 119190                    | 10518              | 17754  | 127082                 | 78251   | 15395  | 18516  | 5653   | 3345   | 0     | 0      | 5490  | 1324   | 0   | 0      |                                  |
| Average Benefit                     | 2267            | 2605    | 1922                      | 1753               | 1973   | 3026                   | 2006    | 1711   | 1683   | 1884   | 1673   | 0     | 0      | 1830  | 1324   | 0   | 0      |                                  |

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**Table A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex**

Year = FY 2019

| TYPE OF SEPARATION | TOTAL WORKFORCE |             |             | RACE/ETHNICITY     |            |                        |             |                           |             |            |            |   |           |                                  |           |                   |           |
|--------------------|-----------------|-------------|-------------|--------------------|------------|------------------------|-------------|---------------------------|-------------|------------|------------|---|-----------|----------------------------------|-----------|-------------------|-----------|
|                    |                 |             |             | Hispanic or Latino |            | Non-Hispanic or Latino |             |                           |             |            |            |   |           |                                  |           |                   |           |
|                    | All             | Male        | Female      |                    |            | White                  |             | Black or African American |             | Asian      |            | Native Hawaiian or Other Pacific Islander |           | American Indian or Alaska Native |           | Two or More Races |           |
| Male               |                 |             |             | Female             | Male       | Female                 | Male        | Female                    | Male        | Female     | Male       | Female                                    | Male      | Female                           | Male      | Female            | Male      |
| VOLUNTARY          | <b>614</b>      | <b>318</b>  | <b>296</b>  | <b>22</b>          | <b>14</b>  | <b>231</b>             | <b>177</b>  | <b>39</b>                 | <b>84</b>   | <b>18</b>  | <b>13</b>  | <b>0</b>                                  | <b>0</b>  | <b>7</b>                         | <b>6</b>  | <b>1</b>          | <b>2</b>  |
|                    | 100%            | 51.79%      | 48.21%      | 3.58%              | 2.28%      | 37.62%                 | 28.83%      | 6.35%                     | 13.68%      | 2.93%      | 2.12%      | 0%  | 0%        | 1.14%                            | 0.98%     | 0.16%             | 0.33%     |
| INVOLUNTARY        | <b>89</b>       | <b>40</b>   | <b>49</b>   | <b>4</b>           | <b>5</b>   | <b>27</b>              | <b>26</b>   | <b>7</b>                  | <b>16</b>   | <b>2</b>   | <b>1</b>   | <b>0</b>                                  | <b>0</b>  | <b>0</b>                         | <b>1</b>  | <b>0</b>          | <b>0</b>  |
|                    | 100%            | 44.94%      | 55.06%      | 4.49%              | 5.62%      | 30.34%                 | 29.21%      | 7.87%                     | 17.98%      | 2.25%      | 1.12%      | 0%  | 0%        | 0%                               | 1.12%     | 0%                | 0%        |
| TOTAL SEPARATIONS  | <b>703</b>      | <b>358</b>  | <b>345</b>  | <b>26</b>          | <b>19</b>  | <b>258</b>             | <b>203</b>  | <b>46</b>                 | <b>100</b>  | <b>20</b>  | <b>14</b>  | <b>0</b>                                  | <b>0</b>  | <b>7</b>                         | <b>7</b>  | <b>1</b>          | <b>2</b>  |
|                    | 100%            | 50.92%      | 49.08%      | 3.70%              | 2.70%      | 36.70%                 | 28.88%      | 6.54%                     | 14.22%      | 2.84%      | 1.99%      | 0%  | 0%        | 1.00%                            | 1.00%     | 0.14%             | 0.28%     |
| TOTAL WORKFORCE    | <b>8836</b>     | <b>4712</b> | <b>4124</b> | <b>545</b>         | <b>442</b> | <b>3155</b>            | <b>2033</b> | <b>680</b>                | <b>1401</b> | <b>238</b> | <b>143</b> | <b>9</b>                                  | <b>12</b> | <b>78</b>                        | <b>83</b> | <b>7</b>          | <b>10</b> |
|                    | 100%            | 53.33%      | 46.67%      | 6.17%              | 5.00%      | 35.71%                 | 23.01%      | 7.70%                     | 15.86%      | 2.69%      | 1.62%      | 0.10%                                     | 0.14%     | 0.88%                            | 0.94%     | 0.08%             | 0.11%     |

**U. S. DEPARTMENT OF AGRICULTURE  
FOOD SAFETY INSPECTION SRV**

**Table B1: Total Workforce - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = FY 2019

| EMPLOYMENT TENURE      | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |                              |   |                          |                                      |                                    |  |                              |                                       |               |                                |  |
|------------------------|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|------------------------------|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|--|
|                        | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental Disability [02] | Traumatic Brain Injury[03] | Deaf or Serious 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] |  |
| <b>Prior FY 2018</b>   | <b>9108</b>   | <b>7923</b>        | <b>278</b>          | <b>907</b>                | <b>304</b>                       | <b>1</b>                       | <b>2</b>                   | <b>124</b>                   | <b>59</b>                               | <b>9</b>                 | <b>8</b>                             | <b>21</b>                          | <b>13</b>                                | <b>4</b>                     | <b>55</b>                             | <b>0</b>      | <b>8</b>                       |  |
|                        | 100%          | 86.99%             | 3.05%               | 9.96%                     | 3.34%                            | 0.01%                          | 0.02%                      | 1.36%                        | 0.65%                                   | 0.10%                    | 0.09%                                | 0.23%                              | 0.14%                                    | 0.04%                        | 0.60%                                 | 0%            | 0.09%                          |  |
| <b>Current FY 2019</b> | <b>9052</b>   | <b>7882</b>        | <b>331</b>          | <b>839</b>                | <b>282</b>                       | <b>0</b>                       | <b>2</b>                   | <b>117</b>                   | <b>50</b>                               | <b>9</b>                 | <b>6</b>                             | <b>19</b>                          | <b>12</b>                                | <b>3</b>                     | <b>56</b>                             | <b>0</b>      | <b>8</b>                       |  |
|                        | 100%          | 87.07%             | 3.66%               | 9.27%                     | 3.12%                            | 0%                             | 0.02%                      | 1.29%                        | 0.55%                                   | 0.10%                    | 0.07%                                | 0.21%                              | 0.13%                                    | 0.03%                        | 0.62%                                 | 0%            | 0.09%                          |  |
| EEOC Federal Goal      |               |                    |                     |                           | 2.00%                            |                                |                            |                              |   |                          |                                      |                                    |  |                              |                                       |               |                                |  |
| <b>Difference</b>      | <b>-56</b>    | <b>-41</b>         | <b>53</b>           | <b>-68</b>                | <b>-22</b>                       | <b>-1</b>                      | <b>0</b>                   | <b>-7</b>                    | <b>-9</b>                               | <b>0</b>                 | <b>-2</b>                            | <b>-2</b>                          | <b>-1</b>                                | <b>-1</b>                    | <b>1</b>                              | <b>0</b>      | <b>0</b>                       |  |
| <b>Ratio Change</b>    | 0%            | 0.09%              | 0.60%               | -0.69%                    | -0.22%                           | -0.01%                         | 0%                         | -0.07%                       | -0.10%                                  | 0%                       | -0.02%                               | -0.02%                             | -0.01%                                   | -0.01%                       | 0.01%                                 | 0%            | 0%                             |  |
| <b>Net Change</b>      | -0.61%        | -0.52%             | 19.06%              | -7.50%                    | -7.24%                           | -100%                          | 0%                         | -5.65%                       | -15.25%                                 | 0%                       | -25.00%                              | -9.52%                             | -7.69%                                   | -25.00%                      | 1.82%                                 | 0%            | 0%                             |  |
| <b>PERMANENT</b>       |               |                    |                     |                           |                                  |                                |                            |                              |   |                          |                                      |                                    |  |                              |                                       |               |                                |  |
| <b>Prior FY 2018</b>   | <b>8853</b>   | <b>7705</b>        | <b>268</b>          | <b>880</b>                | <b>296</b>                       | <b>1</b>                       | <b>2</b>                   | <b>121</b>                   | <b>57</b>                               | <b>9</b>                 | <b>8</b>                             | <b>21</b>                          | <b>13</b>                                | <b>4</b>                     | <b>52</b>                             | <b>0</b>      | <b>8</b>                       |  |
|                        | 100%          | 87.03%             | 3.03%               | 9.94%                     | 3.34%                            | 0.01%                          | 0.02%                      | 1.37%                        | 0.64%                                   | 0.10%                    | 0.09%                                | 0.24%                              | 0.15%                                    | 0.05%                        | 0.59%                                 | 0%            | 0.09%                          |  |
| <b>Current FY 2019</b> | <b>8836</b>   | <b>7700</b>        | <b>314</b>          | <b>822</b>                | <b>277</b>                       | <b>0</b>                       | <b>2</b>                   | <b>115</b>                   | <b>48</b>                               | <b>9</b>                 | <b>6</b>                             | <b>19</b>                          | <b>12</b>                                | <b>3</b>                     | <b>55</b>                             | <b>0</b>      | <b>8</b>                       |  |
|                        | 100%          | 87.14%             | 3.55%               | 9.30%                     | 3.13%                            | 0%                             | 0.02%                      | 1.30%                        | 0.54%                                   | 0.10%                    | 0.07%                                | 0.22%                              | 0.14%                                    | 0.03%                        | 0.62%                                 | 0%            | 0.09%                          |  |
| <b>Difference</b>      | <b>-17</b>    | <b>-5</b>          | <b>46</b>           | <b>-58</b>                | <b>-19</b>                       | <b>-1</b>                      | <b>0</b>                   | <b>-6</b>                    | <b>-9</b>                               | <b>0</b>                 | <b>-2</b>                            | <b>-2</b>                          | <b>-1</b>                                | <b>-1</b>                    | <b>3</b>                              | <b>0</b>      | <b>-8</b>                      |  |
| <b>Ratio Change</b>    | 0%            | 0.11%              | 0.53%               | -0.64%                    | -0.21%                           | -0.01%                         | 0%                         | -0.07%                       | -0.10%                                  | 0%                       | -0.02%                               | -0.02%                             | -0.01%                                   | -0.01%                       | 0.04%                                 | 0%            | -0.09%                         |  |
| <b>Net Change</b>      | -0.19%        | -0.06%             | 17.16%              | -6.59%                    | -6.42%                           | -100%                          | 0%                         | -4.96%                       | -15.79%                                 | 0%                       | -25.00%                              | -9.52%                             | -7.69%                                   | -25.00%                      | 5.77%                                 | 0%            | 0%                             |  |
| <b>TEMPORARY</b>       |               |                    |                     |                           |                                  |                                |                            |                              |   |                          |                                      |                                    |  |                              |                                       |               |                                |  |
| <b>Prior FY</b>        | <b>255</b>    | <b>218</b>         | <b>10</b>           | <b>27</b>                 | <b>8</b>                         | <b>0</b>                       | <b>0</b>                   | <b>3</b>                     | <b>2</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>3</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                        | 100%          | 85.49%             | 3.92%               | 10.59%                    | 3.14%                            | 0%                             | 0%                         | 1.18%                        | 0.78%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 1.18%                                 | 0%            | 0%                             |  |
| <b>Current FY</b>      | <b>216</b>    | <b>182</b>         | <b>17</b>           | <b>17</b>                 | <b>5</b>                         | <b>0</b>                       | <b>0</b>                   | <b>2</b>                     | <b>2</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>1</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                        | 100%          | 84.26%             | 7.87%               | 7.87%                     | 2.31%                            | 0%                             | 0%                         | 0.93%                        | 0.93%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0.46%                                 | 0%            | 0%                             |  |
| <b>Difference</b>      | <b>-39</b>    | <b>-36</b>         | <b>7</b>            | <b>-10</b>                | <b>-3</b>                        | <b>0</b>                       | <b>0</b>                   | <b>-1</b>                    | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>-2</b>                             | <b>0</b>      | <b>0</b>                       |  |
| <b>Ratio Change</b>    | 0%            | -1.23%             | 3.95%               | -2.72%                    | -0.82%                           | 0%                             | 0%                         | -0.25%                       | 0.14%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | -0.71%                                | 0%            | 0%                             |  |
| <b>Net Change</b>      | -15.29%       | -16.51%            | 70.00%              | -37.04%                   | -37.50%                          | 0%                             | 0%                         | -33.33%                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | -66.67%                               | 0%            | 0%                             |  |

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table B2: Total Workforce By Component - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = FY 2019

| ORGANIZATIONAL COMPONENT                                    | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |  |
|---|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|--|
|   | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental 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] |  |
| <b>Total</b>  | <b>8836</b>   | <b>7700</b>        | <b>314</b>          | <b>822</b>                | <b>277</b>                       | <b>0</b>                       | <b>2</b>                   | <b>115</b>                              | <b>48</b>                               | <b>9</b>                 | <b>6</b>                             | <b>19</b>                          | <b>12</b>                                | <b>3</b>                     | <b>55</b>                             | <b>0</b>      | <b>8</b>                       |  |
|   | 100%          | 87.14%             | 3.55%               | 9.30%                     | 3.13%                            | 0%                             | 0.02%                      | 1.30%                                   | 0.54%                                   | 0.10%                    | 0.07%                                | 0.22%                              | 0.14%                                    | 0.03%                        | 0.62%                                 | 0%            | 0.09%                          |  |
| EEOC Federal Goal   |               |                    |                     |                           | 2.00%                            |                                |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |  |
| <b>SIGNIFICANT INCIDENT PREPAREDNESS AND RESPONSE STAFF</b> | <b>8</b>      | <b>4</b>           | <b>0</b>            | <b>4</b>                  | <b>1</b>                         | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 50.00%             | 0%                  | 50.00%                    | 12.50%                           | 0%                             | 0%                         | 12.50%                                  | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>OFFICE OF THE CHIEF FINANCIAL OFFICER</b>                | <b>94</b>     | <b>74</b>          | <b>2</b>            | <b>18</b>                 | <b>4</b>                         | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>2</b>                                | <b>1</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 78.72%             | 2.13%               | 19.15%                    | 4.26%                            | 0%                             | 0%                         | 1.06%                                   | 2.13%                                   | 1.06%                    | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>INTERNAL AFFAIRS</b>                                     | <b>12</b>     | <b>11</b>          | <b>0</b>            | <b>1</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 91.67%             | 0%                  | 8.33%                     | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>OFFICE OF PLANNING, ANALYSIS and RISK MANAGEMENT</b>     | <b>35</b>     | <b>29</b>          | <b>3</b>            | <b>3</b>                  | <b>3</b>                         | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>0</b>                                | <b>1</b>                 | <b>0</b>                             | <b>1</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 82.86%             | 8.57%               | 8.57%                     | 8.57%                            | 0%                             | 0%                         | 2.86%                                   | 0%                                      | 2.86%                    | 0%                                   | 2.86%                              | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>CIVIL RIGHTS STAFF</b>                                   | <b>15</b>     | <b>10</b>          | <b>2</b>            | <b>3</b>                  | <b>2</b>                         | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>1</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 66.67%             | 13.33%              | 20.00%                    | 13.33%                           | 0%                             | 0%                         | 6.67%                                   | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 6.67%                                 | 0%            | 0%                             |  |
| <b>OFFICE OF THE ADMINISTRATOR</b>                          | <b>10</b>     | <b>9</b>           | <b>0</b>            | <b>1</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 90.00%             | 0%                  | 10.00%                    | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>OFFICE OF PUBLIC HEALTH SCIENCE</b>                      | <b>264</b>    | <b>230</b>         | <b>8</b>            | <b>26</b>                 | <b>10</b>                        | <b>0</b>                       | <b>0</b>                   | <b>2</b>                                | <b>2</b>                                | <b>0</b>                 | <b>0</b>                             | <b>1</b>                           | <b>0</b>                                 | <b>2</b>                     | <b>3</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 87.12%             | 3.03%               | 9.85%                     | 3.79%                            | 0%                             | 0%                         | 0.76%                                   | 0.76%                                   | 0%                       | 0%                                   | 0.38%                              | 0%                                       | 0.76%                        | 1.14%                                 | 0%            | 0%                             |  |
| <b>OFFICE OF FIELD OPERATIONS</b>                           | <b>7680</b>   | <b>6759</b>        | <b>267</b>          | <b>654</b>                | <b>216</b>                       | <b>0</b>                       | <b>2</b>                   | <b>98</b>                               | <b>36</b>                               | <b>5</b>                 | <b>6</b>                             | <b>13</b>                          | <b>9</b>                                 | <b>0</b>                     | <b>40</b>                             | <b>0</b>      | <b>7</b>                       |  |
|   | 100%          | 88.01%             | 3.48%               | 8.52%                     | 2.81%                            | 0%                             | 0.03%                      | 1.28%                                   | 0.47%                                   | 0.07%                    | 0.08%                                | 0.17%                              | 0.12%                                    | 0%                           | 0.52%                                 | 0%            | 0.09%                          |  |
| <b>OFFICE OF POLICY AND PROGRAM OF DEVELOPMENT</b>          | <b>123</b>    | <b>102</b>         | <b>1</b>            | <b>20</b>                 | <b>7</b>                         | <b>0</b>                       | <b>0</b>                   | <b>3</b>                                | <b>2</b>                                | <b>0</b>                 | <b>0</b>                             | <b>1</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>1</b>                       |  |
|   | 100%          | 82.93%             | 0.81%               | 16.26%                    | 5.69%                            | 0%                             | 0%                         | 2.44%                                   | 1.63%                                   | 0%                       | 0%                                   | 0.81%                              | 0%                                       | 0%                           | 0%                                    | 0%            | 0.81%                          |  |
| <b>OFFICE OF INTERNATIONAL COORDINATION</b>                 | <b>7</b>      | <b>6</b>           | <b>0</b>            | <b>1</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 85.71%             | 0%                  | 14.29%                    | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>OFFICE OF PUBLIC AFFAIRS AND CONSUMER EDUCATION</b>      | <b>49</b>     | <b>41</b>          | <b>4</b>            | <b>4</b>                  | <b>1</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>1</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 83.67%             | 8.16%               | 8.16%                     | 2.04%                            | 0%                             | 0%                         | 0%                                      | 2.04%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>OFFICE OF EMPLOYEE EXPERIENCE and DEVELOPMENT</b>        | <b>45</b>     | <b>33</b>          | <b>3</b>            | <b>9</b>                  | <b>3</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>1</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>2</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 73.33%             | 6.67%               | 20.00%                    | 6.67%                            | 0%                             | 0%                         | 0%                                      | 2.22%                                   | 0%                       | 0%                                   | 0%                                 | 4.44%                                    | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>OFFICE OF DATA INTEGRATION AND FOOD PROTECTION</b>       | <b>2</b>      | <b>2</b>           | <b>0</b>            | <b>0</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 100%               | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>OFFICE OF INVESTIGATION, ENFORCEMENT AND AUDIT</b>       | <b>219</b>    | <b>182</b>         | <b>4</b>            | <b>33</b>                 | <b>10</b>                        | <b>0</b>                       | <b>0</b>                   | <b>2</b>                                | <b>2</b>                                | <b>0</b>                 | <b>0</b>                             | <b>1</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>5</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 83.11%             | 1.83%               | 15.07%                    | 4.57%                            | 0%                             | 0%                         | 0.91%                                   | 0.91%                                   | 0%                       | 0%                                   | 0.46%                              | 0%                                       | 0%                           | 2.28%                                 | 0%            | 0%                             |  |
| <b>OFFICE OF MANAGEMENT</b>                                 | <b>194</b>    | <b>139</b>         | <b>18</b>           | <b>37</b>                 | <b>19</b>                        | <b>0</b>                       | <b>0</b>                   | <b>5</b>                                | <b>2</b>                                | <b>2</b>                 | <b>0</b>                             | <b>2</b>                           | <b>1</b>                                 | <b>1</b>                     | <b>6</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 71.65%             | 9.28%               | 19.07%                    | 9.79%                            | 0%                             | 0%                         | 2.58%                                   | 1.03%                                   | 1.03%                    | 0%                                   | 1.03%                              | 0.52%                                    | 0.52%                        | 3.09%                                 | 0%            | 0%                             |  |
| <b>OFFICE OF THE CHIEF INFORMATION OFFICER</b>              | <b>79</b>     | <b>69</b>          | <b>2</b>            | <b>8</b>                  | <b>1</b>                         | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|   | 100%          | 87.34%             | 2.53%               | 10.13%                    | 1.27%                            | 0%                             | 0%                         | 1.27%                                   | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |

**U. S. DEPARTMENT OF AGRICULTURE  
FOOD SAFETY INSPECTION SRV**

**Table B3-1: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = FY 2019

| OCCUPATIONAL CATEGORIES                             | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
|---|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
|   | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental 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] |
| <b>1. Officials and Managers</b>                    |               |                    |                     |                           |                                  |                                |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
| <b>Executive/Senior Level (Grades 15 and Above)</b> | <b>98</b>     | <b>83</b>          | <b>4</b>            | <b>11</b>                 | <b>6</b>                         | <b>0</b>                       | <b>0</b>                   | <b>3</b>                                | <b>2</b>                                | <b>0</b>                 | <b>1</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 100%          | 84.69%             | 4.08%               | 11.22%                    | 6.12%                            | 0%                             | 0%                         | 3.06%                                   | 2.04%                                   | 0%                       | 1.02%                                | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>- Mid-Level (Grades 13-14)</b>                   | <b>337</b>    | <b>296</b>         | <b>14</b>           | <b>27</b>                 | <b>7</b>                         | <b>0</b>                       | <b>0</b>                   | <b>2</b>                                | <b>1</b>                                | <b>1</b>                 | <b>0</b>                             | <b>1</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>2</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 100%          | 87.83%             | 4.15%               | 8.01%                     | 2.08%                            | 0%                             | 0%                         | 0.59%                                   | 0.30%                                   | 0.30%                    | 0%                                   | 0.30%                              | 0%                                       | 0%                           | 0.59%                                 | 0%            | 0%                             |
| <b>- First Level (Grades 12 and Below)</b>          | <b>797</b>    | <b>710</b>         | <b>13</b>           | <b>74</b>                 | <b>28</b>                        | <b>0</b>                       | <b>1</b>                   | <b>16</b>                               | <b>0</b>                                | <b>2</b>                 | <b>0</b>                             | <b>1</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>8</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 100%          | 89.08%             | 1.63%               | 9.28%                     | 3.51%                            | 0%                             | 0.13%                      | 2.01%                                   | 0%                                      | 0.25%                    | 0%                                   | 0.13%                              | 0%                                       | 0%                           | 1.00%                                 | 0%            | 0%                             |
| <b>- Other Officials and Managers</b>               | <b>6,837</b>  | <b>5,978</b>       | <b>257</b>          | <b>602</b>                | <b>197</b>                       | <b>0</b>                       | <b>1</b>                   | <b>84</b>                               | <b>38</b>                               | <b>5</b>                 | <b>3</b>                             | <b>13</b>                          | <b>9</b>                                 | <b>0</b>                     | <b>37</b>                             | <b>0</b>      | <b>7</b>                       |
|   | 100%          | 87.44%             | 3.76%               | 8.81%                     | 2.88%                            | 0%                             | 0.01%                      | 1.23%                                   | 0.56%                                   | 0.07%                    | 0.04%                                | 0.19%                              | 0.13%                                    | 0%                           | 0.54%                                 | 0%            | 0.10%                          |
| <b>Officials and Managers Total</b>                 | <b>8069</b>   | <b>7067</b>        | <b>288</b>          | <b>714</b>                | <b>238</b>                       | <b>0</b>                       | <b>2</b>                   | <b>105</b>                              | <b>41</b>                               | <b>8</b>                 | <b>4</b>                             | <b>15</b>                          | <b>9</b>                                 | <b>0</b>                     | <b>47</b>                             | <b>0</b>      | <b>7</b>                       |
|   | 100%          | 87.58%             | 3.57%               | 8.85%                     | 2.95%                            | 0%                             | 0.02%                      | 1.30%                                   | 0.51%                                   | 0.10%                    | 0.05%                                | 0.19%                              | 0.11%                                    | 0%                           | 0.58%                                 | 0%            | 0.09%                          |
| <b>2. Professionals</b>                             | <b>438</b>    | <b>373</b>         | <b>17</b>           | <b>48</b>                 | <b>15</b>                        | <b>0</b>                       | <b>0</b>                   | <b>6</b>                                | <b>4</b>                                | <b>1</b>                 | <b>0</b>                             | <b>2</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>1</b>                              | <b>0</b>      | <b>1</b>                       |
|   | 100%          | 85.16%             | 3.88%               | 10.96%                    | 3.42%                            | 0%                             | 0%                         | 1.37%                                   | 0.91%                                   | 0.23%                    | 0%                                   | 0.46%                              | 0%                                       | 0%                           | 0.23%                                 | 0%            | 0.23%                          |
| <b>3. Technicians</b>                               | <b>202</b>    | <b>168</b>         | <b>2</b>            | <b>32</b>                 | <b>11</b>                        | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>1</b>                                | <b>0</b>                 | <b>2</b>                             | <b>1</b>                           | <b>2</b>                                 | <b>1</b>                     | <b>3</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 100%          | 83.17%             | 0.99%               | 15.84%                    | 5.45%                            | 0%                             | 0%                         | 0.50%                                   | 0.50%                                   | 0%                       | 0.99%                                | 0.50%                              | 0.99%                                    | 0.50%                        | 1.49%                                 | 0%            | 0%                             |
| <b>4. Sales Workers</b>                             | <b>0</b>      | <b>0</b>           | <b>0</b>            | <b>0</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 0%            | 0%                 | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>5. Administrative Support Workers</b>            | <b>105</b>    | <b>74</b>          | <b>7</b>            | <b>24</b>                 | <b>11</b>                        | <b>0</b>                       | <b>0</b>                   | <b>3</b>                                | <b>2</b>                                | <b>0</b>                 | <b>0</b>                             | <b>1</b>                           | <b>1</b>                                 | <b>1</b>                     | <b>3</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 100%          | 70.48%             | 6.67%               | 22.86%                    | 10.48%                           | 0%                             | 0%                         | 2.86%                                   | 1.90%                                   | 0%                       | 0%                                   | 0.95%                              | 0.95%                                    | 0.95%                        | 2.86%                                 | 0%            | 0%                             |
| <b>6. Craft Workers</b>                             | <b>1</b>      | <b>1</b>           | <b>0</b>            | <b>0</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 100%          | 100%               | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>7. Operatives</b>                                | <b>0</b>      | <b>0</b>           | <b>0</b>            | <b>0</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 0%            | 0%                 | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>8. Laborers and Helpers</b>                      | <b>8</b>      | <b>5</b>           | <b>0</b>            | <b>3</b>                  | <b>2</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>1</b>                     | <b>1</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 100%          | 62.50%             | 0%                  | 37.50%                    | 25.00%                           | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 12.50%                       | 12.50%                                | 0%            | 0%                             |
| <b>9. Service Workers</b>                           | <b>11</b>     | <b>10</b>          | <b>0</b>            | <b>1</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 100%          | 90.91%             | 0%                  | 9.09%                     | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |

**U. S. DEPARTMENT OF AGRICULTURE  
FOOD SAFETY INSPECTION SRV**

**Table B3-2: Occupational Categories - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = FY 2019

| OCCUPATIONAL CATEGORIES                             | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
|---|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
|   | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental 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] |
| <b>1. Officials and Managers</b>                    |               |                    |                     |                           |                                  |                                |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
| <b>Executive/Senior Level (Grades 15 and Above)</b> | <b>98</b>     | <b>83</b>          | <b>4</b>            | <b>11</b>                 | <b>6</b>                         | <b>0</b>                       | <b>0</b>                   | <b>3</b>                                | <b>2</b>                                | <b>0</b>                 | <b>1</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 1.11%         | 1.08%              | 1.27%               | 1.34%                     | 2.17%                            | 0%                             | 0%                         | 2.61%                                   | 4.17%                                   | 0%                       | 16.67%                               | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>- Mid-Level (Grades 13-14)</b>                   | <b>337</b>    | <b>296</b>         | <b>14</b>           | <b>27</b>                 | <b>7</b>                         | <b>0</b>                       | <b>0</b>                   | <b>2</b>                                | <b>1</b>                                | <b>1</b>                 | <b>0</b>                             | <b>1</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>2</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 3.81%         | 3.84%              | 4.46%               | 3.28%                     | 2.53%                            | 0%                             | 0%                         | 1.74%                                   | 2.08%                                   | 11.11%                   | 16.67%                               | 5.26%                              | 0%                                       | 0%                           | 3.64%                                 | 0%            | 0%                             |
| <b>- First Level (Grades 12 and Below)</b>          | <b>797</b>    | <b>710</b>         | <b>13</b>           | <b>74</b>                 | <b>28</b>                        | <b>0</b>                       | <b>1</b>                   | <b>16</b>                               | <b>0</b>                                | <b>2</b>                 | <b>0</b>                             | <b>1</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>8</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 9.02%         | 9.22%              | 4.14%               | 9.00%                     | 10.11%                           | 0%                             | 50.00%                     | 13.91%                                  | 0%                                      | 22.22%                   | 0%                                   | 5.26%                              | 0%                                       | 0%                           | 14.55%                                | 0%            | 0%                             |
| <b>- Other Officials and Managers</b>               | <b>6,837</b>  | <b>5978</b>        | <b>257</b>          | <b>602</b>                | <b>197</b>                       | <b>0</b>                       | <b>1</b>                   | <b>84</b>                               | <b>38</b>                               | <b>5</b>                 | <b>3</b>                             | <b>13</b>                          | <b>9</b>                                 | <b>0</b>                     | <b>37</b>                             | <b>0</b>      | <b>7</b>                       |
|   | 77.38%        | 77.64%             | 81.85%              | 73.24%                    | 71.12%                           | 0%                             | 50.00%                     |   | 79.17%                                  | 55.56%                   | 50.00%                               | 68.42%                             | 75.00%                                   | 0%                           | 67.27%                                | 0%            | 87.50%                         |
| <b>Officials and Managers</b>                       | <b>8069</b>   | <b>7067</b>        | <b>288</b>          | <b>714</b>                | <b>238</b>                       | <b>0</b>                       | <b>2</b>                   | <b>105</b>                              | <b>41</b>                               | <b>8</b>                 | <b>4</b>                             | <b>15</b>                          | <b>9</b>                                 | <b>0</b>                     | <b>47</b>                             | <b>0</b>      | <b>7</b>                       |
| <b>Total</b>  | 91.32%        | 91.78%             | 91.72%              | 86.86%                    | 85.92%                           | 0%                             | 100%                       | 91.30%                                  | 85.42%                                  | 88.89%                   | 66.67%                               | 78.95%                             | 75.00%                                   | 0%                           | 85.45%                                | 0%            | 87.50%                         |
| <b>2. Professionals</b>                             | <b>438</b>    | <b>373</b>         | <b>17</b>           | <b>48</b>                 | <b>15</b>                        | <b>0</b>                       | <b>0</b>                   | <b>6</b>                                | <b>4</b>                                | <b>1</b>                 | <b>0</b>                             | <b>2</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>1</b>                              | <b>0</b>      | <b>1</b>                       |
|   | 4.96%         | 4.84%              | 5.41%               | 5.84%                     | 5.42%                            | 0%                             | 0%                         | 5.22%                                   | 8.33%                                   | 11.11%                   | 0%                                   | 10.53%                             | 0%                                       | 0%                           | 1.82%                                 | 0%            | 12.50%                         |
| <b>3. Technicians</b>                               | <b>202</b>    | <b>168</b>         | <b>2</b>            | <b>32</b>                 | <b>11</b>                        | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>1</b>                                | <b>0</b>                 | <b>2</b>                             | <b>1</b>                           | <b>2</b>                                 | <b>1</b>                     | <b>3</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 2.29%         | 2.18%              | 0.64%               | 3.89%                     | 3.97%                            | 0%                             | 0%                         | 0.87%                                   | 2.08%                                   | 0%                       | 33.33%                               | 5.26%                              | 16.67%                                   | 33.33%                       | 5.45%                                 | 0%            | 0%                             |
| <b>4. Sales Workers</b>                             | <b>0</b>      | <b>0</b>           | <b>0</b>            | <b>0</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 0%            | 0%                 | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>5. Administrative Support Workers</b>            | <b>105</b>    | <b>74</b>          | <b>7</b>            | <b>24</b>                 | <b>11</b>                        | <b>0</b>                       | <b>0</b>                   | <b>3</b>                                | <b>2</b>                                | <b>0</b>                 | <b>0</b>                             | <b>1</b>                           | <b>1</b>                                 | <b>1</b>                     | <b>3</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 1.19%         | 0.96%              | 2.23%               | 2.92%                     | 3.97%                            | 0%                             | 0%                         | 2.61%                                   | 4.17%                                   | 0%                       | 0%                                   | 5.26%                              | 8.33%                                    | 33.33%                       | 5.45%                                 | 0%            | 0%                             |
| <b>6. Craft Workers</b>                             | <b>1</b>      | <b>1</b>           | <b>0</b>            | <b>0</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 0.01%         | 0.01%              | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>7. Operatives</b>                                | <b>0</b>      | <b>0</b>           | <b>0</b>            | <b>0</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 0%            | 0%                 | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>8. Laborers and Helpers</b>                      | <b>8</b>      | <b>5</b>           | <b>0</b>            | <b>3</b>                  | <b>2</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>1</b>                     | <b>1</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 0.09%         | 0.06%              | 0%                  | 0.36%                     | 0.72%                            | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 33.33%                       | 1.82%                                 | 0%            | 0%                             |
| <b>9. Service Workers</b>                           | <b>11</b>     | <b>10</b>          | <b>0</b>            | <b>1</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|   | 0.09%         | 0.06%              | 0%                  | 0.36%                     | 0.72%                            | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 33.33%                       | 1.82%                                 | 0%            | 0%                             |
| <b>TOTAL</b>  | <b>8836</b>   | <b>7700</b>        | <b>314</b>          | <b>822</b>                | <b>277</b>                       | <b>0</b>                       | <b>2</b>                   | <b>115</b>                              | <b>48</b>                               | <b>9</b>                 | <b>6</b>                             | <b>19</b>                          | <b>12</b>                                | <b>3</b>                     | <b>55</b>                             | <b>0</b>      | <b>8</b>                       |
|   | 100%          | 100%               | 100%                | 100%                      | 100%                             | 100%                           | 100%                       | 100%                                    | 100%                                    | 100%                     | 100%                                 | 100%                               | 100%                                     | 100%                         | 100%                                  | 100%          | 100%                           |

NOTE: Percentages computed down columns and NOT across rows

**U. S. DEPARTMENT OF AGRICULTURE  
FOOD SAFETY INSPECTION SRV**

**Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Perm)**

Year = FY 2019

| GS/GM,SES<br>and<br>Related Grades | ALL Employees |                          |                           |                                 |   | TARGETED DISABILITY                     |                                  |   |   |                                |   |   |   |                                    |  |                  |  |  |
|------------------------------------|---------------|--------------------------|---------------------------|---------------------------------|---|---|----------------------------------|---|---|--------------------------------|---|---|---|------------------------------------|--|------------------|--|--|
|                                    | All           | No<br>Disability<br>[05] | Not<br>Identified<br>[01] | Disability<br>[02-03,<br>06-99] | Persons<br>with<br>Targeted<br>Disability | Develop<br>mental<br>Disability<br>[02] | Traumatic<br>Brain<br>Injury[03] | Deaf or<br>Serious<br>Difficulty<br>Hearing<br>[19] | Blind or<br>Serious<br>Difficulty<br>Seeing<br>[20] | Missing<br>Extremities<br>[31] | Significant<br>Mobility<br>Impairment<br>[40] | Partial or<br>Complete<br>Paralysis<br>[60] | Epilepsy or<br>other Seizure<br>Disorders<br>[82] | Intellectual<br>Disability<br>[90] | Significant<br>Psychiatric<br>Disorder<br>[91] | Dwarfism<br>[92] | Significant<br>Disfigure<br>ment<br>[93] |  |
| GS-01                              | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |  |
|                                    | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |  |
| GS-02                              | 1             | 0                        | 0                         | 1                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |  |
|                                    | 100%          | 0%                       | 0%                        | 100%                            | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |  |
| GS-03                              | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |  |
|                                    | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |  |
| GS-04                              | 5             | 4                        | 0                         | 1                               | 1   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 1                                  | 0  | 0                | 0  |  |
|                                    | 100%          | 80.00%                   | 0%                        | 20.00%                          | 20.00%                                    | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 20.00%                             | 0%   | 0%               | 0%                                       |  |
| GS-05                              | 390           | 316                      | 59                        | 15                              | 4   | 0                                       | 0                                | 3   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 1  | 0                | 0  |  |
|                                    | 100%          | 81.03%                   | 15.13%                    | 3.85%                           | 1.03%                                     | 0%                                      | 0%                               | 0.77%   | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0.26%  | 0%               | 0%                                       |  |
| GS-06                              | 25            | 19                       | 2                         | 4                               | 3   | 0                                       | 0                                | 0   | 1   | 0                              | 0   | 1   | 0   | 0                                  | 1  | 0                | 0  |  |
|                                    | 100%          | 76.00%                   | 8.00%                     | 16.00%                          | 12.00%                                    | 0%                                      | 0%                               | 0%  | 4.00%   | 0%                             | 0%  | 4.00%                                       | 0%  | 0%                                 | 4.00%  | 0%               | 0%                                       |  |
| GS-07                              | 1888          | 1675                     | 63                        | 150                             | 50  | 0                                       | 1                                | 23  | 8   | 3                              | 1   | 0   | 5   | 1                                  | 6  | 0                | 2  |  |
|                                    | 100%          | 88.72%                   | 3.34%                     | 7.94%                           | 2.65%                                     | 0%                                      | 0.05%                            | 1.22%   | 0.42%   | 0.16%                          | 0.05%   | 0%  | 0.26%   | 0.05%                              | 0.32%  | 0%               | 0.11%                                    |  |
| GS-08                              | 504           | 458                      | 10                        | 36                              | 7   | 0                                       | 0                                | 5   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 2  | 0                | 0  |  |
|                                    | 100%          | 90.87%                   | 1.98%                     | 7.14%                           | 1.39%                                     | 0%                                      | 0%                               | 0.99%   | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0.40%  | 0%               | 0%                                       |  |
| GS-09                              | 3352          | 2908                     | 108                       | 336                             | 111                                       | 0                                       | 0                                | 45  | 25  | 1                              | 2   | 10  | 4   | 0                                  | 20   | 0                | 4  |  |
|                                    | 100%          | 86.75%                   | 3.22%                     | 10.02%                          | 3.31%                                     | 0%                                      | 0%                               | 1.34%   | 0.75%   | 0.03%                          | 0.06%   | 0.30%                                       | 0.12%   | 0%                                 | 0.60%  | 0%               | 0.12%                                    |  |
| GS-10                              | 516           | 463                      | 13                        | 40                              | 14  | 0                                       | 0                                | 9   | 2   | 0                              | 0   | 0   | 0   | 0                                  | 2  | 0                | 1  |  |
|                                    | 100%          | 89.73%                   | 2.52%                     | 7.75%                           | 2.71%                                     | 0%                                      | 0%                               | 1.74%   | 0.39%   | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0.39%  | 0%               | 0.19%                                    |  |
| GS-11                              | 100           | 90                       | 2                         | 8                               | 4   | 0                                       | 0                                | 1   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 3  | 0                | 0  |  |
|                                    | 100%          | 90.00%                   | 2.00%                     | 8.00%                           | 4.00%                                     | 0%                                      | 0%                               | 1.00%   | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 3.00%  | 0%               | 0%                                       |  |
| GS-12                              | 1137          | 1000                     | 23                        | 114                             | 43  | 0                                       | 1                                | 18  | 4   | 2                              | 2   | 3   | 1   | 0                                  | 12   | 0                | 0  |  |
|                                    | 100%          | 87.95%                   | 2.02%                     | 10.03%                          | 3.78%                                     | 0%                                      | 0.09%                            | 1.58%   | 0.35%   | 0.18%                          | 0.18%   | 0.26%                                       | 0.09%   | 0%                                 | 1.06%  | 0%               | 0%                                       |  |
| GS-13                              | 544           | 457                      | 24                        | 63                              | 19  | 0                                       | 0                                | 5   | 2   | 2                              | 0   | 4   | 2   | 0                                  | 4  | 0                | 0  |  |
|                                    | 100%          | 84.01%                   | 4.41%                     | 11.58%                          | 3.49%                                     | 0%                                      | 0%                               | 0.92%   | 0.37%   | 0.37%                          | 0%  | 0.74%                                       | 0.37%   | 0%                                 | 0.74%  | 0%               | 0%                                       |  |
| GS-14                              | 254           | 212                      | 6                         | 36                              | 11  | 0                                       | 0                                | 3   | 3   | 1                              | 0   | 1   | 0   | 0                                  | 3  | 0                | 0  |  |
|                                    | 100%          | 83.46%                   | 2.36%                     | 14.17%                          | 4.33%                                     | 0%                                      | 0%                               | 1.18%   | 1.18%   | 0.39%                          | 0%  | 0.39%                                       | 0%  | 0%                                 | 1.18%  | 0%               | 0%                                       |  |
| GS-15                              | 84            | 67                       | 4                         | 13                              | 6   | 0                                       | 0                                | 2   | 2   | 0                              | 1   | 0   | 0   | 0                                  | 0  | 0                | 1  |  |
|                                    | 100%          | 79.76%                   | 4.76%                     | 15.48%                          | 7.14%                                     | 0%                                      | 0%                               | 2.38%   | 2.38%   | 0%                             | 1.19%   | 0%  | 0%  | 0%                                 | 0%   | 0%               | 1.19%                                    |  |
| All Other                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |  |
|                                    | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |  |
| SES                                | 24            | 22                       | 0                         | 2                               | 2   | 0                                       | 0                                | 1   | 1   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |  |
|                                    | 100%          | 91.67%                   | 0%                        | 8.33%                           | 8.33%                                     | 0%                                      | 0%                               | 4.17%   | 4.17%   | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |  |
| TOTAL                              | 8824          | 7691                     | 314                       | 819                             | 275                                       | 0                                       | 2                                | 115   | 48  | 9                              | 6   | 19  | 12  | 2                                  | 54   | 0                | 8  |  |
|                                    | 100%          | 87.16%                   | 3.56%                     | 9.28%                           | 3.12%                                     | 0%                                      | 0.02%                            | 1.30%   | 0.54%   | 0.10%                          | 0.07%   | 0.22%                                       | 0.14%   | 0.02%                              | 0.61%  | 0%               | 0.09%                                    |  |

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table B4-1: Participation Rates for General Schedule(GS) Grades by Disability (Temp)**

Year = FY 2019

| GS/GM,SES<br>and<br>Related Grades | ALL Employees |                          |                           |                                 |   | TARGETED DISABILITY                     |                                  |   |   |                                |   |   |   |                                    |  |                  |                                      |  |
|------------------------------------|---------------|--------------------------|---------------------------|---------------------------------|---|---|----------------------------------|---|---|--------------------------------|---|---|---|------------------------------------|--|------------------|--------------------------------------|--|
|                                    | All           | No<br>Disability<br>[05] | Not<br>Identified<br>[01] | Disability<br>[02-03,<br>06-99] | Persons<br>with<br>Targeted<br>Disability | Develop<br>mental<br>Disability<br>[02] | Traumatic<br>Brain<br>Injury[03] | Deaf or<br>Serious<br>Difficulty<br>Hearing<br>[19] | Blind or<br>Serious<br>Difficulty<br>Seeing<br>[20] | Missing<br>Extremities<br>[31] | Significant<br>Mobility<br>Impairment<br>[40] | Partial or<br>Complete<br>Paralysis<br>[60] | Epilepsy or<br>other Seizure<br>Disorders<br>[82] | Intellectual<br>Disability<br>[90] | Significant<br>Psychiatric<br>Disorder<br>[91] | Dwarfism<br>[92] | Significant<br>Disfigurement<br>[93] |  |
| GS-01                              | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-02                              | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-03                              | 1             | 0                        | 1                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 0%                       | 100%                      | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-04                              | 3             | 3                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 100%                     | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-05                              | 48            | 40                       | 4                         | 4                               | 1   | 0                                       | 0                                | 0   | 1   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 83.33%                   | 8.33%                     | 8.33%                           | 2.08%                                     | 0%                                      | 0%                               | 0%  | 2.08%   | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-06                              | 1             | 0                        | 0                         | 1                               | 1   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 1  | 0                | 0                                    |  |
|                                    | 100%          | 0%                       | 0%                        | 100%                            | 100%                                      | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 100%   | 0%               | 0%                                   |  |
| GS-07                              | 117           | 104                      | 7                         | 6                               | 1   | 0                                       | 0                                | 1   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 88.89%                   | 5.98%                     | 5.13%                           | 0.85%                                     | 0%                                      | 0%                               | 0.85%   | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-08                              | 2             | 1                        | 1                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 50.00%                   | 50.00%                    | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-09                              | 14            | 11                       | 1                         | 2                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 78.57%                   | 7.14%                     | 14.29%                          | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-10                              | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-11                              | 4             | 3                        | 0                         | 1                               | 1   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 75.00%                   | 0%                        | 25.00%                          | 25.00%                                    | 0%                                      | 0%                               | 25.00%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-12                              | 20            | 16                       | 2                         | 2                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 80.00%                   | 10.00%                    | 10.00%                          | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-13                              | 4             | 3                        | 1                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 75.00%                   | 25.00%                    | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-14                              | 1             | 0                        | 0                         | 1                               | 1   | 0                                       | 0                                | 0   | 1   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 0%                       | 0%                        | 100%                            | 100%                                      | 0%                                      | 0%                               | 0%  | 100%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| GS-15                              | 1             | 1                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 100%                     | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| All Other                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| SES                                | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0   | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0                                    |  |
|                                    | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%  | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                   |  |
| TOTAL                              | 216           | 182                      | 17                        | 17                              | 5   | 0                                       | 0                                | 2   | 2   | 0                              | 0   | 0   | 0   | 1                                  | 0  | 0                | 0                                    |  |
|                                    | 100%          | 100%                     | 100%                      | 100%                            | 100%                                      | 100%                                    | 100%                             | 100%  | 100%  | 100%                           | 100%  | 100%  | 100%  | 100%                               | 100%   | 100%             | 100%                                 |  |

**U. S. DEPARTMENT OF AGRICULTURE  
FOOD SAFETY INSPECTION SRV**

**Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Perm)**

Year = FY 2019

| GS/GM,SES<br>and<br>Related Grades | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
|------------------------------------|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
|                                    | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental 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] |
| GS-01                              | 0             | 0                  | 0                   | 0                         | 0                                | 0                              | 0                          | 0                                       | 0                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 0                                     | 0             | 0                              |
|                                    | 0%            | 0%                 | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| GS-02                              | 1             | 0                  | 0                   | 1                         | 0                                | 0                              | 0                          | 0                                       | 0                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 0                                     | 0             | 0                              |
|                                    | 0.01%         | 0%                 | 0%                  | 0.12%                     | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| GS-03                              | 0             | 0                  | 0                   | 0                         | 0                                | 0                              | 0                          | 0                                       | 0                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 0                                     | 0             | 0                              |
|                                    | 0%            | 0%                 | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| GS-04                              | 5             | 4                  | 0                   | 1                         | 1                                | 0                              | 0                          | 0                                       | 0                                       | 0                        | 0                                    | 0                                  | 0  | 1                            | 0                                     | 0             | 0                              |
|                                    | 0.06%         | 0.05%              | 0%                  | 0.12%                     | 0.36%                            | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 50.00%                       | 0%                                    | 0%            | 0%                             |
| GS-05                              | 390           | 316                | 59                  | 15                        | 4                                | 0                              | 0                          | 3                                       | 0                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 1                                     | 0             | 0                              |
|                                    | 3.58%         | 4.11%              | 18.79%              | 1.83%                     | 1.45%                            | 0%                             | 0%                         | 2.61%                                   | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 1.85%                                 | 0%            | 0%                             |
| GS-06                              | 25            | 19                 | 2                   | 4                         | 3                                | 0                              | 0                          | 0                                       | 1                                       | 0                        | 0                                    | 1                                  | 0  | 0                            | 1                                     | 0             | 0                              |
|                                    | 0.22%         | 0.25%              | 0.64%               | 0.49%                     | 1.09%                            | 0%                             | 0%                         | 0%                                      | 2.08%                                   | 0%                       | 0%                                   | 5.26%                              | 0%                                       | 0%                           | 1.85%                                 | 0%            | 0%                             |
| GS-07                              | 1888          | 1675               | 63                  | 150                       | 50                               | 0                              | 1                          | 23                                      | 8                                       | 3                        | 1                                    | 0                                  | 5  | 1                            | 6                                     | 0             | 2                              |
|                                    | 21.40%        | 21.78%             | 20.06%              | 18.32%                    | 18.18%                           | 0%                             | 50.00%                     | 20.00%                                  | 16.67%                                  | 33.33%                   | 16.67%                               | 0%                                 | 41.67%                                   | 50.00%                       | 11.11%                                | 0%            | 25.00%                         |
| GS-08                              | 504           | 458                | 10                  | 36                        | 7                                | 0                              | 0                          | 5                                       | 0                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 2                                     | 0             | 0                              |
|                                    | 5.71%         | 5.96%              | 3.18%               | 4.40%                     | 2.55%                            | 0%                             | 0%                         | 4.35%                                   | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 3.70%                                 | 0%            | 0%                             |
| GS-09                              | 3352          | 2908               | 108                 | 336                       | 111                              | 0                              | 0                          | 45                                      | 25                                      | 1                        | 2                                    | 10                                 | 4  | 0                            | 20                                    | 0             | 4                              |
|                                    | 37.99%        | 37.81%             | 34.39%              | 41.03%                    | 40.36%                           | 0%                             | 0%                         | 39.13%                                  | 52.08%                                  | 11.11%                   | 33.33%                               | 52.63%                             | 33.33%                                   | 0%                           | 37.04%                                | 0%            | 50.00%                         |
| GS-10                              | 516           | 463                | 13                  | 40                        | 14                               | 0                              | 0                          | 9                                       | 2                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 2                                     | 0             | 1                              |
|                                    | 5.85%         | 6.02%              | 4.14%               | 4.88%                     | 1.71%                            | 0%                             | 0%                         | 7.83%                                   | 4.17%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 3.70%                                 | 0%            | 12.50%                         |
| GS-11                              | 100           | 90                 | 2                   | 8                         | 4                                | 0                              | 0                          | 1                                       | 0                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 3                                     | 0             | 0                              |
|                                    | 1.13%         | 1.17%              | 0.64%               | 0.98%                     | 1.45%                            | 0%                             | 0%                         | 0.87%                                   | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 5.56%                                 | 0%            | 0%                             |
| GS-12                              | 1137          | 1000               | 23                  | 114                       | 43                               | 0                              | 1                          | 18                                      | 4                                       | 2                        | 2                                    | 3                                  | 1  | 0                            | 12                                    | 0             | 0                              |
|                                    | 12.89%        | 13.00%             | 7.32%               | 13.92%                    | 15.64%                           | 0%                             | 50.00%                     | 15.65%                                  | 8.33%                                   | 22.22%                   | 33.33%                               | 15.79%                             | 8.33%                                    | 0%                           | 22.22%                                | 0%            | 0%                             |
| GS-13                              | 544           | 457                | 24                  | 63                        | 19                               | 0                              | 0                          | 5                                       | 2                                       | 2                        | 0                                    | 4                                  | 2  | 0                            | 4                                     | 0             | 0                              |
|                                    | 6.17%         | 5.94%              | 7.64%               | 7.69%                     | 6.91%                            | 0%                             | 0%                         | 4.35%                                   | 4.17%                                   | 22.22%                   | 0%                                   | 21.05%                             | 16.67%                                   | 0%                           | 7.41%                                 | 0%            | 0%                             |
| GS-14                              | 254           | 212                | 6                   | 36                        | 11                               | 0                              | 0                          | 3                                       | 3                                       | 1                        | 0                                    | 1                                  | 0  | 0                            | 3                                     | 0             | 0                              |
|                                    | 2.88%         | 2.76%              | 1.91%               | 4.40%                     | 4.00%                            | 0%                             | 0%                         | 2.61%                                   | 6.25%                                   | 11.11%                   | 0%                                   | 5.26%                              | 0%                                       | 0%                           | 5.56%                                 | 0%            | 0%                             |
| GS-15                              | 84            | 67                 | 4                   | 13                        | 6                                | 0                              | 0                          | 2                                       | 2                                       | 0                        | 1                                    | 0                                  | 0  | 0                            | 0                                     | 0             | 1                              |
|                                    | 0.95%         | 0.87%              | 1.27%               | 1.59%                     | 2.18%                            | 0%                             | 0%                         | 1.74%                                   | 4.17%                                   | 0%                       | 16.67%                               | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 12.50%                         |
| All Other                          | 0             | 0                  | 0                   | 0                         | 0                                | 0                              | 0                          | 0                                       | 0                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 0                                     | 0             | 0                              |
|                                    | 0%            | 0%                 | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| SES                                | 24            | 22                 | 0                   | 2                         | 2                                | 0                              | 0                          | 1                                       | 1                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 0                                     | 0             | 0                              |
|                                    | 0.27%         | 0.29%              | 0%                  | 0.24%                     | 0.73%                            | 0%                             | 0%                         | 0.87%                                   | 2.08%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| TOTAL                              | 8824          | 7691               | 314                 | 819                       | 275                              | 0                              | 2                          | 115                                     | 48                                      | 9                        | 6                                    | 19                                 | 12                                       | 2                            | 54                                    | 0             | 8                              |
|                                    | 100%          | 100%               | 100%                | 100%                      | 100%                             | 100%                           | 100%                       | 100%                                    | 100%                                    | 100%                     | 100%                                 | 100%                               | 100%                                     | 100%                         | 100%                                  | 100%          | 100%                           |

**U. S. DEPARTMENT OF AGRICULTURE  
FOOD SAFETY INSPECTION SRV**

**Table B4-2: Participation Rates for General Schedule(GS) Grades by Disability (Temp)**

Year = FY 2019

| GS/GM,SES and Related Grades | ALL Employees        |                      |                     |                           |                                  | TARGETED DISABILITY            |                            |   |   |                          |                                      |                                    |  |                              |                                       |                  |                                |
|------------------------------|----------------------|----------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|------------------|--------------------------------|
|                              | All                  | No Disability [05]   | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental 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] |
| <b>GS-01</b>                 | <b>0</b><br>0%       | <b>0</b><br>0%       | <b>0</b><br>0%      | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-02</b>                 | <b>0</b><br>0%       | <b>0</b><br>0%       | <b>0</b><br>0%      | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-03</b>                 | <b>1</b><br>0.46%    | <b>0</b><br>0%       | <b>1</b><br>5.88%   | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-04</b>                 | <b>3</b><br>1.39%    | <b>3</b><br>1.65%    | <b>0</b><br>0%      | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-05</b>                 | <b>48</b><br>18.52%  | <b>40</b><br>21.98%  | <b>4</b><br>23.53%  | <b>4</b><br>23.53%        | <b>1</b><br>20.00%               | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>1</b><br>50.00%                      | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-06</b>                 | <b>1</b><br>0%       | <b>0</b><br>0%       | <b>0</b><br>0%      | <b>1</b><br>5.88%         | <b>1</b><br>20.00%               | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>1</b><br>100%                      | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-07</b>                 | <b>117</b><br>54.17% | <b>104</b><br>57.14% | <b>7</b><br>41.18%  | <b>6</b><br>35.29%        | <b>1</b><br>20.00%               | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>1</b><br>50.00%                      | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-08</b>                 | <b>2</b><br>0.93%    | <b>1</b><br>0.55%    | <b>1</b><br>5.88%   | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-09</b>                 | <b>14</b><br>6.48%   | <b>11</b><br>6.04%   | <b>1</b><br>5.88%   | <b>2</b><br>11.76%        | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-10</b>                 | <b>0</b><br>0%       | <b>0</b><br>0%       | <b>0</b><br>0%      | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-11</b>                 | <b>4</b><br>1.85%    | <b>3</b><br>1.65%    | <b>0</b><br>0%      | <b>1</b><br>5.88%         | <b>1</b><br>20.00%               | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>1</b><br>50.00%                      | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-12</b>                 | <b>20</b><br>9.26%   | <b>16</b><br>8.79%   | <b>2</b><br>11.76%  | <b>2</b><br>11.76%        | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-13</b>                 | <b>4</b><br>1.85%    | <b>3</b><br>1.65%    | <b>1</b><br>5.88%   | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-14</b>                 | <b>1</b><br>0.46%    | <b>0</b><br>0%       | <b>0</b><br>0%      | <b>1</b><br>5.88%         | <b>1</b><br>20.00%               | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>1</b><br>50.00%                      | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>GS-15</b>                 | <b>1</b><br>0.46%    | <b>1</b><br>0.55%    | <b>0</b><br>0%      | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>All Other</b>             | <b>0</b><br>0%       | <b>0</b><br>0%       | <b>0</b><br>0%      | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>SES</b>                   | <b>0</b><br>0%       | <b>0</b><br>0%       | <b>0</b><br>0%      | <b>0</b><br>0%            | <b>0</b><br>0%                   | <b>0</b><br>0%                 | <b>0</b><br>0%             | <b>0</b><br>0%                          | <b>0</b><br>0%                          | <b>0</b><br>0%           | <b>0</b><br>0%                       | <b>0</b><br>0%                     | <b>0</b><br>0%                           | <b>0</b><br>0%               | <b>0</b><br>0%                        | <b>0</b><br>0%   | <b>0</b><br>0%                 |
| <b>TOTAL</b>                 | <b>216</b><br>100%   | <b>182</b><br>100%   | <b>17</b><br>100%   | <b>17</b><br>100%         | <b>5</b><br>100%                 | <b>0</b><br>100%               | <b>0</b><br>100%           | <b>2</b><br>100%                        | <b>2</b><br>100%                        | <b>0</b><br>100%         | <b>0</b><br>100%                     | <b>0</b><br>100%                   | <b>0</b><br>100%                         | <b>0</b><br>100%             | <b>1</b><br>100%                      | <b>0</b><br>100% | <b>0</b><br>100%               |

NOTE: Percentages computed down columns and NOT across rows

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table A5-1: Participation Rates for Wage Grades by Race/Ethnicity and Sex (Perm)**

Year = FY 2019

| WD/WG,WL/WS, and<br>Other Wage Grades | TOTAL<br>WORKFORCE |        |                                 | RACE/ETHNICITY           |        |                        |        |   |        |        |        |      |        |      |        |  |        |
|---------------------------------------|--------------------|--------|---------------------------------|--------------------------|--------|------------------------|--------|---|--------|--------|--------|------|--------|------|--------|--|--------|
|                                       |                    |        |                                 | Hispanic<br>or<br>Latino |        | Non-Hispanic or Latino |        |   |        |        |        |      |        |      |        | American<br>Indian or<br>Alaska Native |        |
|                                       | White              |        | Black or<br>African<br>American |                          |        | Asian                  |        | Native Hawaiian<br>or Other Pacific<br>Islander |        |        |        |      |        |      |        |  |        |
|                                       | All                | Male   | Female                          | Male                     | Female | Male                   | Female | Male  | Female | Male   | Female | Male | Female | Male | Female | Male                                   | Female |
| WG-01                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-02                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-03                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-04                                 | 8                  | 7      | 1                               | 1                        | 0      | 1                      | 1      | 4   | 0      | 1      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 100%               | 87.50% | 12.50%                          | 12.50%                   | 0%     | 12.50%                 | 12.50% | 50.00%  | 0%     | 12.50% | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-05                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-06                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-07                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-08                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-09                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-10                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-11                                 | 1                  | 1      | 0                               | 0                        | 0      | 1                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 100%               | 100%   | 0%                              | 0%                       | 0%     | 100%                   | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-12                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-13                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-14                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| WG-15                                 | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |
| All other<br>Wage Grades              | 0                  | 0      | 0                               | 0                        | 0      | 0                      | 0      | 0   | 0      | 0      | 0      | 0    | 0      | 0    | 0      | 0                                      | 0      |
|                                       | 0%                 | 0%     | 0%                              | 0%                       | 0%     | 0%                     | 0%     | 0%  | 0%     | 0%     | 0%     | 0%   | 0%     | 0%   | 0%     | 0%                                     | 0%     |

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table B5-2: Participation Rates for Wage Grades by Disability (Perm)**

Year = FY 2019

| WD/WG,WL/WS, and<br>Other Wage Grades | ALL Employees |                          |                           |                                 |   | TARGETED DISABILITY                     |                                  |                                       |   |                                |   |   |   |                                    |  |                  |  |
|---------------------------------------|---------------|--------------------------|---------------------------|---------------------------------|---|---|----------------------------------|---------------------------------------|---|--------------------------------|---|---|---|------------------------------------|--|------------------|--|
|                                       | All           | No<br>Disability<br>[05] | Not<br>Identified<br>[01] | Disability<br>[02-03,<br>06-99] | Persons<br>with<br>Targeted<br>Disability | Develop<br>mental<br>Disability<br>[02] | Traumatic<br>Brain<br>Injury[03] | Deaf or<br>Serious<br>Hearing<br>[19] | Blind or<br>Serious<br>Difficulty<br>Seeing<br>[20] | Missing<br>Extremities<br>[31] | Significant<br>Mobility<br>Impairment<br>[40] | Partial or<br>Complete<br>Paralysis<br>[60] | Epilepsy or<br>other Seizure<br>Disorders<br>[82] | Intellectual<br>Disability<br>[90] | Significant<br>Psychiatric<br>Disorder<br>[91] | Dwarfism<br>[92] | Significant<br>Disfigure<br>ment<br>[93] |
| <b>WG-01</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-02</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-03</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-04</b>                          | 8             | 5                        | 0                         | 3                               | 2   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 1                                  | 1  | 0                | 0  |
|                                       | 88.89%        | 83.33%                   | 0%                        | 100%                            | 100%                                      | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 100%                               | 100%   | 0%               | 0%                                       |
| <b>WG-05</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-06</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-07</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-08</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-09</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-10</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-11</b>                          | 1             | 1                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 11.11%        | 16.67%                   | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-12</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-13</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-14</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>WG-15</b>                          | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>All Other</b>                      | 0             | 0                        | 0                         | 0                               | 0   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 0                                  | 0  | 0                | 0  |
|                                       | 0%            | 0%                       | 0%                        | 0%                              | 0%  | 0%                                      | 0%                               | 0%                                    | 0%  | 0%                             | 0%  | 0%  | 0%  | 0%                                 | 0%   | 0%               | 0%                                       |
| <b>TOTAL</b>                          | 9             | 6                        | 0                         | 3                               | 2   | 0                                       | 0                                | 0                                     | 0   | 0                              | 0   | 0   | 0   | 1                                  | 1  | 0                | 0  |
|                                       | 100%          | 100%                     | 100%                      | 100%                            | 100%                                      | 100%                                    | 100%                             | 100%                                  | 100%  | 100%                           | 100%  | 100%  | 100%  | 100%                               | 100%   | 100%             | 100%                                     |

NOTE: Percentages computed down columns and NOT across rows

**U. S. DEPARTMENT OF AGRICULTURE  
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**Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Perm)**

Year = FY 2019

| SERIES/JOB TITLE                         | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                 |
|--|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|---------------------------------|
|  | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental 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 ment [93] |
| <b>0696 - CONSUMER SAFETY</b>            | <b>247</b>    | <b>211</b>         | <b>3</b>            | <b>33</b>                 | <b>13</b>                        | <b>0</b>                       | <b>0</b>                   | <b>2</b>                                | <b>0</b>                                | <b>0</b>                 | <b>2</b>                             | <b>2</b>                           | <b>2</b>                                 | <b>0</b>                     | <b>5</b>                              | <b>0</b>      | <b>0</b>                        |
|  | 100%          | 85.43%             | 1.21%               | 13.36%                    | 5.26%                            | 0.00%                          | 0%                         | 0.81%                                   | 0%                                      | 0%                       | 0.81%                                | 0.81%                              | 0.81%                                    | 0%                           | 2.02%                                 | 0%            | 0%                              |
| <b>0701 - VETERINARY MEDICAL SCIENCE</b> | <b>930</b>    | <b>832</b>         | <b>18</b>           | <b>80</b>                 | <b>30</b>                        | <b>0</b>                       | <b>1</b>                   | <b>16</b>                               | <b>2</b>                                | <b>2</b>                 | <b>0</b>                             | <b>1</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>7</b>                              | <b>0</b>      | <b>1</b>                        |
|  | 100%          | 89.46%             | 1.94%               | 8.60%                     | 3.23%                            | 0.00%                          | 0.11%                      | 1.72%                                   | 0.22%                                   | 0.22%                    | 0%                                   | 0.11%                              | 0%                                       | 0%                           | 0.75%                                 | 0%            | 0.11%                           |
| <b>1862 - CONSUMER SAFETY INSPECTION</b> | <b>4103</b>   | <b>3620</b>        | <b>122</b>          | <b>361</b>                | <b>119</b>                       | <b>0</b>                       | <b>0</b>                   | <b>56</b>                               | <b>25</b>                               | <b>0</b>                 | <b>2</b>                             | <b>7</b>                           | <b>3</b>                                 | <b>0</b>                     | <b>21</b>                             | <b>0</b>      | <b>5</b>                        |
|  | 100%          | 88.23%             | 2.97%               | 8.80%                     | 2.90%                            | 0.00%                          | 0%                         | 1.36%                                   | 0.61%                                   | 0%                       | 0.05%                                | 0.17%                              | 0.07%                                    | 0%                           | 0.51%                                 | 0%            | 0.12%                           |
| <b>1863 - FOOD INSPECTION</b>            | <b>2296</b>   | <b>2012</b>        | <b>117</b>          | <b>167</b>                | <b>55</b>                        | <b>0</b>                       | <b>1</b>                   | <b>25</b>                               | <b>9</b>                                | <b>3</b>                 | <b>1</b>                             | <b>2</b>                           | <b>5</b>                                 | <b>0</b>                     | <b>7</b>                              | <b>0</b>      | <b>2</b>                        |
|  | 100%          | 87.63%             | 5.10%               | 7.27%                     | 2.40%                            | 0.00%                          | 0.04%                      | 1.09%                                   | 0.39%                                   | 0.13%                    | 0.04%                                | 0.09%                              | 0.22%                                    | 0%                           | 0.30%                                 | 0%            | 0.09%                           |

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**Table B6: Participation Rates for Major Occupations - Distribution by Disability [OPM Form 256 Self-Identification Codes] (Temp)**

Year = FY 2019

| SERIES/JOB TITLE                         | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
|--|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
|  | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental 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] |
| <b>0701 - VETERINARY MEDICAL SCIENCE</b> | <b>23</b>     | <b>18</b>          | <b>2</b>            | <b>3</b>                  | <b>1</b>                         | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|  | 100%          | 78.26%             | 8.70%               | 13.04%                    | 4.35%                            | 0%                             | 0%                         | 4.35%                                   | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>1862 - CONSUMER SAFETY INSPECTION</b> | <b>11</b>     | <b>9</b>           | <b>1</b>            | <b>1</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                                | <b>0</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|  | 100%          | 81.82%             | 9.09%               | 9.09%                     | 0%                               | 0%                             | 0%                         | 0%                                      | 0%                                      | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>1863 - FOOD INSPECTION</b>            | <b>163</b>    | <b>143</b>         | <b>9</b>            | <b>11</b>                 | <b>2</b>                         | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>1</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|  | 100%          | 87.73%             | 5.52%               | 6.75%                     | 1.23%                            | 0%                             | 0%                         | 0.61%                                   | 0.61%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |

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**Table B8: New Hires By Type of Appointment - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = FY 2019

| TYPE OF APPOINTMENT       | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |                              |                              |                          |                                      |                                    |  |                              |                                       |               |                                |  |
|---------------------------|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|------------------------------|------------------------------|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|--|
|                           | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental Disability [02] | Traumatic Brain Injury[03] | Deaf or Serious Hearing [19] | Blind or Serious 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] |  |
| <b>PERMANENT</b>          | <b>629</b>    | <b>525</b>         | <b>80</b>           | <b>24</b>                 | <b>4</b>                         | <b>0</b>                       | <b>0</b>                   | <b>2</b>                     | <b>0</b>                     | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>2</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                           | 100%          | 83.47%             | 12.72%              | 3.82%                     | 0.64%                            | 0%                             | 0%                         | 0.32%                        | 0%                           | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0.32%                                 | 0%            | 0%                             |  |
| <b>TEMPORARY</b>          | <b>56</b>     | <b>43</b>          | <b>12</b>           | <b>1</b>                  | <b>1</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                     | <b>0</b>                     | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>1</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                           | 100%          | 76.79%             | 21.43%              | 1.79%                     | 1.79%                            | 0%                             | 0%                         | 0%                           | 0%                           | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 1.79%                                 | 0%            | 0%                             |  |
| <b>NON-APPROPRIATED</b>   | <b>0</b>      | <b>0</b>           | <b>0</b>            | <b>0</b>                  | <b>0</b>                         | <b>0</b>                       | <b>0</b>                   | <b>0</b>                     | <b>0</b>                     | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                           | 0%            | 0%                 | 0%                  | 0%                        | 0%                               | 0%                             | 0%                         | 0%                           | 0%                           | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>TOTAL CURRENT YEAR</b> | <b>685</b>    | <b>568</b>         | <b>92</b>           | <b>25</b>                 | <b>5</b>                         | <b>0</b>                       | <b>0</b>                   | <b>2</b>                     | <b>0</b>                     | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>3</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                           | 100%          | 82.92%             | 13.43%              | 3.65%                     | 0.73%                            | 0%                             | 0%                         | 0.29%                        | 0%                           | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0.44%                                 | 0%            | 0%                             |  |
| <b>TOTAL PRIOR YEAR</b>   | <b>369</b>    | <b>332</b>         | <b>13</b>           | <b>24</b>                 | <b>7</b>                         | <b>0</b>                       | <b>1</b>                   | <b>0</b>                     | <b>0</b>                     | <b>0</b>                 | <b>1</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>5</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                           | 100%          | 89.97%             | 3.52%               | 6.50%                     | 1.90%                            | 0%                             | 0.27%                      | 0%                           | 0%                           | 0%                       | 0.27%                                | 0%                                 | 0%                                       | 0%                           | 1.36%                                 | 0%            | 0%                             |  |

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**Table B10: Non-Competitive Promotions - Time in Grade - Distribution by Disability**

Year = FY 2019

|  | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
|--|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
|  | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental 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] |
| <b>Total Employees Eligible for Career</b> | <b>2054</b>   | <b>1812</b>        | <b>89</b>           | <b>153</b>                | <b>41</b>                        | <b>0</b>                       | <b>0</b>                   | <b>19</b>                               | <b>9</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>1</b>                                 | <b>0</b>                     | <b>12</b>                             | <b>0</b>      | <b>0</b>                       |
| <b>Ladder Promotions</b>                   | 100%          | 88.22%             | 4.33%               | 7.45%                     | 2.00%                            | 0%                             | 0%                         | 0.93%                                   | 0.44%                                   | 0%                       | 0%                                   | 0%                                 | 0.05%                                    | 0%                           | 0.58%                                 | 0%            | 0%                             |
| <b>1 - 12 months</b>                       | <b>352</b>    | <b>299</b>         | <b>7</b>            | <b>46</b>                 | <b>13</b>                        | <b>0</b>                       | <b>0</b>                   | <b>4</b>                                | <b>5</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>4</b>                              | <b>0</b>      | <b>0</b>                       |
|  | 100%          | 84.94%             | 1.99%               | 13.07%                    | 3.69%                            | 0%                             | 0%                         | 1.14%                                   | 1.42%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 1.14%                                 | 0%            | 0%                             |
| <b>13 - 24 months</b>                      | <b>131</b>    | <b>119</b>         | <b>2</b>            | <b>10</b>                 | <b>3</b>                         | <b>0</b>                       | <b>0</b>                   | <b>1</b>                                | <b>2</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |
|  | 100%          | 90.84%             | 1.53%               | 7.63%                     | 2.29%                            | 0%                             | 0%                         | 0.76%                                   | 1.53%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| <b>25+ months</b>                          | <b>607</b>    | <b>555</b>         | <b>11</b>           | <b>41</b>                 | <b>13</b>                        | <b>0</b>                       | <b>0</b>                   | <b>8</b>                                | <b>2</b>                                | <b>0</b>                 | <b>0</b>                             | <b>0</b>                           | <b>1</b>                                 | <b>0</b>                     | <b>2</b>                              | <b>0</b>      | <b>0</b>                       |
|  | 100%          | 91.43%             | 1.81%               | 6.75%                     | 2.14%                            | 0%                             | 0%                         | 1.32%                                   | 0.33%                                   | 0%                       | 0%                                   | 0%                                 | 0.16%                                    | 0%                           | 0.33%                                 | 0%            | 0%                             |

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**Table B13: Employee Recognition and Awards - Distribution by Disability**

Year = FY 2019

| RECOGNITION OR AWARD                | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
|-------------------------------------|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
|                                     | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental 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] |
| <b>TIME-OFF AWARDS - 1-9 HOURS</b>  |               |                    |                     |                           |                                  |                                |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
| Total Time-Off                      | 609           | 530                | 15                  | 64                        | 22                               | 0                              | 0                          | 5                                       | 1                                       | 1                        | 0                                    | 3                                  | 1  | 2                            | 9                                     | 0             | 0                              |
| Awards Given                        | 100%          | 87.03%             | 2.46%               | 10.51%                    | 3.61%                            | 0%                             | 0%                         | 0.82%                                   | 0.16%                                   | 0.16%                    | 0%                                   | 0.49%                              | 0.16%                                    | 0.33%                        | 1.48%                                 | 0%            | 0%                             |
| Total Hours                         | 4755          | 4135               | 117                 | 503                       | 171                              | 0                              | 0                          | 38                                      | 8                                       | 8                        | 0                                    | 25                                 | 8  | 16                           | 68                                    | 0             | 0                              |
| Average Hours                       | 8             | 8                  | 8                   | 8                         | 8                                | 0                              | 0                          | 8                                       | 8                                       | 8                        | 0                                    | 8                                  | 8  | 8                            | 8                                     | 0             | 0                              |
| <b>TIME-OFF AWARDS - 9+ HOURS</b>   |               |                    |                     |                           |                                  |                                |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
| Total Time-Off                      | 916           | 807                | 20                  | 89                        | 28                               | 0                              | 0                          | 12                                      | 5                                       | 1                        | 2                                    | 3                                  | 1  | 0                            | 3                                     | 0             | 1                              |
| Awards Given                        | 100%          | 88.10%             | 2.18%               | 9.72%                     | 3.06%                            | 0%                             | 0%                         | 1.31%                                   | 0.55%                                   | 0.11%                    | 0.22%                                | 0.33%                              | 0.11%                                    | 0%                           | 0.33%                                 | 0%            | 0.11%                          |
| Total Hours                         | 12768         | 11162              | 267                 | 1339                      | 421                              | 0                              | 0                          | 183                                     | 84                                      | 18                       | 24                                   | 48                                 | 12                                       | 0                            | 40                                    | 0             | 12                             |
| Average Hours                       | 14            | 14                 | 13                  | 15                        | 15                               | 0                              | 0                          | 15                                      | 17                                      | 18                       | 12                                   | 16                                 | 12                                       | 0                            | 13                                    | 0             | 12                             |
| <b>CASH AWARDS - \$100 - \$500</b>  |               |                    |                     |                           |                                  |                                |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
| Total Cash Awards Given             | 6554          | 5781               | 189                 | 584                       | 200                              | 0                              | 2                          | 89                                      | 36                                      | 5                        | 2                                    | 10                                 | 9  | 1                            | 40                                    | 0             | 6                              |
|                                     | 100%          | 88.21%             | 2.88%               | 8.91%                     | 3.05%                            | 0%                             | 0.03%                      | 1.36%                                   | 0.55%                                   | 0.08%                    | 0.03%                                | 0.15%                              | 0.14%                                    | 0.02%                        | 0.61%                                 | 0%            | 0.09%                          |
| Total Amount                        | 2359513       | 2083576            | 66593               | 209344                    | 71774                            | 0                              | 730                        | 31810                                   | 12873                                   | 1795                     | 720                                  | 3600                               | 3275                                     | 435                          | 14346                                 | 0             | 2190                           |
| Average Amount                      | 360           | 360                | 352                 | 358                       | 359                              | 0                              | 365                        | 357                                     | 358                                     | 359                      | 360                                  | 360                                | 364                                      | 435                          | 359                                   | 0             | 365                            |
| <b>CASH AWARDS - \$500+</b>         |               |                    |                     |                           |                                  |                                |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
| Total Cash Awards Given             | 3581          | 3129               | 103                 | 349                       | 109                              | 0                              | 0                          | 38                                      | 19                                      | 5                        | 3                                    | 11                                 | 5  | 1                            | 24                                    | 0             | 3                              |
|                                     | 100%          | 87.38%             | 2.88%               | 9.75%                     | 3.04%                            | 0%                             | 0%                         | 1.06%                                   | 0.53%                                   | 0.14%                    | 0.08%                                | 0.31%                              | 0.14%                                    | 0.03%                        | 0.67%                                 | 0%            | 0.08%                          |
| Total Amount                        | 6561823       | 5692726            | 162513              | 706584                    | 221252                           | 0                              | 0                          | 79632                                   | 33220                                   | 15311                    | 10772                                | 21422                              | 8022                                     | 1945                         | 48678                                 | 0             | 2250                           |
| Average Amount                      | 1832          | 1819               | 1578                | 2025                      | 2030                             | 0                              | 0                          | 2096                                    | 1748                                    | 3062                     | 3591                                 | 1947                               | 1604                                     | 1945                         | 2028                                  | 0             | 750                            |
| <b>QUALITY STEP INCREASES (QSI)</b> |               |                    |                     |                           |                                  |                                |                            |   |   |                          |                                      |                                    |  |                              |                                       |               |                                |
| Total QSI's                         | 125           | 116                | 3                   | 6                         | 3                                | 0                              | 0                          | 2                                       | 1                                       | 0                        | 0                                    | 0                                  | 0  | 0                            | 0                                     | 0             | 0                              |
|                                     | 100%          | 92.80%             | 2.40%               | 4.80%                     | 2.40%                            | 0%                             | 0%                         | 1.60%                                   | 0.80%                                   | 0%                       | 0%                                   | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |
| Total Benefit                       | 283328        | 266143             | 5628                | 11557                     | 5593                             | 0                              | 0                          | 4131                                    | 1462                                    | 0                        | 0                                    | 0                                  | 0  | 0                            | 0                                     | 0             | 0                              |
| Average Benefit                     | 2267          | 2294               | 1876                | 1926                      | 1864                             | 0                              | 0                          | 2066                                    | 1462                                    | 0                        | 0                                    | 0                                  | 0  | 0                            | 0                                     | 0             | 0                              |

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**Table B14: Separations by Type of Separation - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Year = FY 2019

| TYPE OF SEPARATION       | ALL Employees |                    |                     |                           |                                  | TARGETED DISABILITY            |                            |                              |                              |                          |                                      |                                    |  |                              |                                       |               |                                |  |
|--------------------------|---------------|--------------------|---------------------|---------------------------|----------------------------------|--------------------------------|----------------------------|------------------------------|------------------------------|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|--|
|                          | All           | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Persons with Targeted Disability | Develop mental Disability [02] | Traumatic Brain Injury[03] | Deaf or Serious Hearing [19] | Blind or Serious 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] |  |
| <b>VOLUNTARY</b>         | <b>614</b>    | <b>494</b>         | <b>34</b>           | <b>86</b>                 | <b>24</b>                        | <b>1</b>                       | <b>0</b>                   | <b>7</b>                     | <b>9</b>                     | <b>0</b>                 | <b>1</b>                             | <b>2</b>                           | <b>1</b>                                 | <b>1</b>                     | <b>2</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                          | 100%          | 80.46%             | 5.54%               | 14.01%                    | 3.91%                            | 0.16%                          | 0%                         | 1.14%                        | 1.47%                        | 0%                       | 0.16%                                | 0.33%                              | 0.16%                                    | 0.16%                        | 0.33%                                 | 0%            | 0%                             |  |
| <b>INVOLUNTARY</b>       | <b>89</b>     | <b>81</b>          | <b>2</b>            | <b>6</b>                  | <b>4</b>                         | <b>0</b>                       | <b>0</b>                   | <b>2</b>                     | <b>1</b>                     | <b>0</b>                 | <b>1</b>                             | <b>0</b>                           | <b>0</b>                                 | <b>0</b>                     | <b>0</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                          | 100%          | 91.01%             | 2.25%               | 6.74%                     | 4.49%                            | 0%                             | 0%                         | 2.25%                        | 1.12%                        | 0%                       | 1.12%                                | 0%                                 | 0%                                       | 0%                           | 0%                                    | 0%            | 0%                             |  |
| <b>TOTAL SEPARATIONS</b> | <b>703</b>    | <b>575</b>         | <b>36</b>           | <b>92</b>                 | <b>28</b>                        | <b>1</b>                       | <b>0</b>                   | <b>9</b>                     | <b>10</b>                    | <b>0</b>                 | <b>2</b>                             | <b>2</b>                           | <b>1</b>                                 | <b>1</b>                     | <b>2</b>                              | <b>0</b>      | <b>0</b>                       |  |
|                          | 100%          | 81.79%             | 5.12%               | 13.09%                    | 3.98%                            | 0.14%                          | 0%                         | 1.28%                        | 1.42%                        | 0%                       | 0.28%                                | 0.28%                              | 0.14%                                    | 0.14%                        | 0.28%                                 | 0%            | 0%                             |  |
| <b>TOTAL WORKFORCE</b>   | <b>8836</b>   | <b>7700</b>        | <b>314</b>          | <b>822</b>                | <b>277</b>                       | <b>0</b>                       | <b>2</b>                   | <b>115</b>                   | <b>48</b>                    | <b>9</b>                 | <b>6</b>                             | <b>19</b>                          | <b>12</b>                                | <b>3</b>                     | <b>55</b>                             | <b>0</b>      | <b>8</b>                       |  |
|                          | 100%          | 87.14%             | 3.55%               | 9.30%                     | 3.13%                            | 0%                             | 0.02%                      | 1.30%                        | 0.54%                        | 0.10%                    | 0.07%                                | 0.22%                              | 0.14%                                    | 0.03%                        | 0.62%                                 | 0%            | 0.09%                          |  |