

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

FSIS (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	60	62	68	58	54	58
Number of Complainants	56	61	67	58	54	56
Repeat Filers	4	1	1	0	0	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	33	27	28	31	23	23
Color	20	15	4	12	11	12
Religion	4	6	4	8	3	8
Reprisal	34	34	33	32	29	41
Sex	33	20	28	20	17	24
PDA	2	0	0	0	1	1

National Origin	11	12	4	10	7	12
Equal Pay Act	1	0	1	1	0	2
Age	26	24	24	20	19	18
Disability	18	19	23	21	21	23
Genetics	0	0	0	0	0	0
Non-EEO	11	10	8	7	0	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	3	4	1	0	0	0
Assignment of Duties	12	10	6	4	2	4
Awards	2	1	2	0	1	2
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	6	6	5	7	1	5
Suspension	5	11	9	8	4	8
Removal	2	2	1	8	1	5
Other	0	0	0	0	0	0
Duty Hours	5	3	4	2	0	0
Perf. Eval./ Appraisal	11	9	9	5	10	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	33	37	35	40	35	38

Sexual	0	3	5	4	3	1
Medical Examination	2	2	0	1	0	1
Pay including overtime	6	3	5	3	0	1
Promotion/Non-Selection	13	16	18	11	6	13
Reassignment						
Denied	0	1	1	4	1	0
Directed	10	9	1	2	6	7
Reasonable Accommodation Disability	6	10	5	5	10	11
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	0	2	1	0
Retirement	0	1	1	0	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	3	4	2	3
Termination	3	9	4	5	7	4
Terms/Conditions of Employment	18	16	10	13	6	17
Time and Attendance	8	13	5	8	11	17
Training	5	1	3	4	2	1
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	199.21	200.44	221.95	151.73	170.53	199.08
Average number of days in final action	275.06	95.67	59.27	77.59	41.76	41.21
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	203.73	178.12	208.60	161.00	181.53	208.90
Average number of days in final action	339.00	120.18	61.92	49.77	25.00	30.13
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	193.35	227.54	240.50	137.82	151.55	185.52
Average number of days in final action	135.19	81.47	57.24	100.19	51.19	54.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	6	8	7	9	9	5
Average days pending prior to dismissal	77	92	80	99	15	15
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	6	5	6	4	3	6

Disciplinary Action											
Demotion	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0
Harassment											
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0
Reassignment											
Denied	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	100	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	5		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	37	41	28	30	39	48
Total Complainants	35	40	27	29	38	43
Number complaints pending						
Investigation	2	0	0	0	0	1
ROI issued, pending Complainant's action	0	1	1	0	0	0
Hearing	32	36	23	30	36	40
Final Agency Action	2	5	4	0	3	6
Appeal with EEOC Office of Federal Operations	9	19	39	52	64	69
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	3	0