

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

## FSIS (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	62	68	58	54	58	12.
Number of Complainants	61	67	58	54	56	19
Repeat Filers	1	1	0	0	2	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12- 31
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	27	28	31	23	23	9
Color	15	4	12	11	12	2
Religion	6	4	8	3	8	0
Reprisal	34	33	32	29	41	IQ
Sex	20	28	20	17	24	2
PDA -	0	0	0	1	1	Q
National Origin	12	4	10	7	12	
Equal Pay Act	0	1	1	0	2	Q
Age	24	24	20	19	18	Q
Disability	19	23	21	21	23	
Genetics	0	0	0	0	0	Q
Non-EEO	10	8	7	0	5	

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thro 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	4	1	0	0	0	0
Assignment of Duties	10	6	4	2	4	3
Awards	1	2	0	1	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	6	5	7	1	5	1
Suspension	11	9	8	4	8	3
Removal	2	1	8	1	5	2
Other	0	0	0	0	0	1
Duty Hours	3	4	2	0	0	1
Perf. Eval./ Appraisal	9	9	5	10	5	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	37	35	40	35	38	IQ
Sexual	3	5	4	3	1	1
Medical Examination	2	0	1	0	1	Q
Pay including overtime	3	5	3	0	1	0
Promotion/Non-Selection	16	18	11	6	13	1
<b>Reassignment</b>						
Denied	1	1	4	1	0	0
Directed	9	1	2	6	7	1
Reasonable Accommodation Disability	10	5	5	10	11	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	0	2	1	0	0
Retirement	1	1	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	Q
Telework	0	3	4	2	3	Q
Termination	9	4	5	7	4	Q
Terms/Conditions of Employment	16	10	13	6	17	J
Time and Attendance	13	5	8	11	17	J
Training	1	3	4	2	1	1
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	Q
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					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	200.44	221.95	151.73	170.53	199.08	194.67
Average number of days in final action	95.67	59.27	77.59	41.76	41.21	31.71
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	178.12	208.60	161.00	181.53	208.90	164.50
Average number of days in final action	120.18	61.92	49.77	25.00	30.13	29.22
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	227.54	240.50	137.82	151.55	185.52	209.75
Average number of days in final action	81.47	57.24	100.19	51.19	54.00	36.20

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	8	7	9	9	5	1
Average days pending prior to dismissal	92	80	99	15	15	21
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	6	4	3	6	1

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020 Thru 12- 31</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	1		0		1		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	1	100	0	0	0	0	0	0

















Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12- 31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	41	28	30	39	48	<u>72</u>
Total Complainants	40	27	29	38	43	67
<b>Number complaints pending</b>						
Investigation	0	0	0	0	1	<u>14</u>
ROI issued, pending Complainant's action	1	1	0	0	0	±
Hearing	36	23	30	36	40	21
Final Agency Action	5	4	0	3	6	4
Appeal with EEOC Office of Federal Operations	19	39	52	64	69	76

<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020 Thru 12- 31</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	3	0	2