

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

## FSIS (and below)

For 3rd Quarter 2017 for period ending June 30, 2017

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Number of Complaints Filed	68	46	60	62	68	43
Number of Complainants	66	43	56	61	67	43
Repeat Filers	2	2	4	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	31	23	33	27	28	23
Color	14	14	20	15	4	7
Religion	5	3	4	6	4	7
Reprisal	29	30	34	34	33	24
Sex	27	19	33	20	28	14
PDA	0	0	2	0	0	0

National Origin	13	5	11	12	4	7
Equal Pay Act	1	2	1	0	1	0
Age	28	17	26	24	24	15
Disability	20	23	18	19	23	17
Genetics	0	1	0	0	0	0
Non-EEO	7	5	11	10	8	6
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Appointment/Hire	2	1	3	4	1	0
Assignment of Duties	6	6	12	10	6	2
Awards	2	2	2	1	2	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	0
Reprimand	2	2	6	6	5	5
Suspension	4	4	5	11	9	6
Removal	2	1	2	2	1	8
Other	0	0	0	0	0	0
Duty Hours	1	0	5	3	4	2
Perf. Eval./ Appraisal	5	9	11	9	9	3
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	36	33	33	37	35	30

Sexual	2	1	0	3	5	2
Medical Examination	1	0	2	2	0	1
Pay including overtime	1	6	6	3	5	2
Promotion/Non-Selection	18	3	13	16	18	5
<b>Reassignment</b>						
Denied	0	1	0	1	1	3
Directed	8	4	10	9	1	1
Reasonable Accommodation Disability	4	6	6	10	5	5
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	2
Retirement	1	0	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	3	2
Termination	10	4	3	9	4	4
Terms/Conditions of Employment	12	14	18	16	10	10
Time and Attendance	7	4	8	13	5	6
Training	8	2	5	1	3	3
<b>Other</b>						
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					2017Thru06-30
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	247.50	228.53	199.21	200.44	221.95	168.03
Average number of days in final action	114.18	183.04	275.06	95.67	59.27	85.74
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	227.02	206.39	203.73	178.12	208.60	178.95
Average number of days in final action	114.43	299.75	339.00	120.18	61.92	44.30
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	280.11	250.67	193.35	227.54	240.50	150.86
Average number of days in final action	113.93	133.89	135.19	81.47	57.24	117.62
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2017Thru06-30
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	11	11	6	8	7	8
Average days pending prior to dismissal	492	114	77	92	80	110
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	5	3	6	5	6	3

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru06-30</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</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	2		0		0		1		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	0	0	0	0	1	100	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru06-30</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</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>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	3		3		5		1		0		0	
Race	1	33	0	0	0	0	0	0	0	0	0	0
Color	1	33	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	33	1	33	0	0	1	100	0	0	0	0
Sex	1	33	1	33	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	0	0	0	0	0	0
Disability	1	33	1	33	4	80	1	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	33	1	33	1	20	0	0	0	0	0	0



Non-EEO	0	0	1	33	1	20	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2017Thru06- 30</b>	
	<b>2012</b>		<b>2013</b>		<b>2014</b>		<b>2015</b>		<b>2016</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>
<b>Total Number Findings</b>	3		3		5		1		0		0	
Appointment/Hire	0	0	1	33	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
Non-Sexual	1	33	2	67	1	20	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	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	0
Promotion/Non-Selection	1	33	1	33	0	0	0	0	0	0	0	0





Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	1	50	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
<b>Findings Without Hearing</b>	1		3		5		0		0		0	
Appointment/Hire	0	0	1	33	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												



<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru06-30</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Total complaints from previous Fiscal Years	55	62	37	41	28	36
Total Complainants	54	60	35	40	27	35
<b>Number complaints pending</b>						
Investigation	2	1	2	0	0	0
ROI issued, pending Complainant's action	0	0	0	1	1	0
Hearing	32	36	32	36	23	35
Final Agency Action	16	24	2	5	4	2
Appeal with EEOC Office of Federal Operations	1	3	9	19	39	47
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2017Thru06-30</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	5	8	1	0	0	2