

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

## FSIS (and below)

For 1st Quarter FY 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					FY 2021 Thru Dec 31, 2020
	2016	2017	2018	2019	2020	
Number of Complaints Filed	68	58	54	58	55	11
Number of Complainants	67	58	54	56	53	11
Repeat Filers	1	0	0	2	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					FY 2021 Thru Dec 31, 2020
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	28	31	23	23	21	2
Color	4	12	11	12	8	2
Religion	4	8	3	8	3	0
Reprisal	33	32	29	41	26	3
Sex	28	20	17	24	20	2
PDA	0	0	1	1	0	0
National Origin	4	10	7	12	11	3
Equal Pay Act	1	1	0	2	0	0
Age	24	20	19	18	17	3

Disability	23	21	21	23	17	7
Genetics	0	0	0	0	0	0
Non-EEO	8	7	0	5	5	0
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>FY 2021 Thru Dec 31, 2020</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Appointment/Hire	1	0	0	0	1	0
Assignment of Duties	6	4	2	4	6	0
Awards	2	0	1	2	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	5	7	1	5	6	0
Suspension	9	8	4	8	6	3
Removal	1	8	1	5	5	1
Other	0	0	0	0	2	0
Duty Hours	4	2	0	0	1	0
Perf. Eval./ Appraisal	9	5	10	5	5	2
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	35	40	35	38	35	6
Sexual	5	4	3	1	3	0
Medical Examination	0	1	0	1	0	0
Pay including overtime	5	3	0	1	0	0
Promotion/Non-Selection	18	11	6	13	7	3
<b>Reassignment</b>						
Denied	1	4	1	0	1	0
Directed	1	2	6	7	3	0

Reasonable Accommodation Disability	5	5	10	11	5	5
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	2	1	0	0	0
Retirement	1	0	1	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	4	2	3	2	1
Termination	4	5	7	4	3	0
Terms/Conditions of Employment	10	13	6	17	8	0
Time and Attendance	5	8	11	17	9	1
Training	3	4	2	1	1	0
<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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>FY 2021 Thru Dec 31, 2020</b>
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	
Complaints pending during fiscal year						
Average number of days in investigation	221.95	151.73	170.53	199.08	209.91	138.60
Average number of days in final action	59.27	77.59	41.76	41.21	30.73	36.75
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	208.60	161.00	181.53	208.90	215.32	155.00
Average number of days in final action	61.92	49.77	25.00	30.13	24.81	4.17
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	240.50	137.82	151.55	185.52	191.74	134.50

Average number of days in final action	57.24	100.19	51.19	54.00	37.10	69.33		
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>FY 2021 Thru Dec 31, 2020</b>		
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>			
Total Complaints Dismissed by Agency	7	9	9	5	14	1		
Average days pending prior to dismissal	80	99	15	15	24	21		
<b>Complaints Withdrawn by Complainants</b>								
Total Complaints Withdrawn by Complainants	6	4	3	6	4	4		
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>							
	<b>Previous Fiscal Year Data</b>					<b>FY 2021 Thru Dec 31, 2020</b>		
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
Total Number Findings	0	1	0	0	0	0	0	
Without Hearing	0	0	0	0	0	0	0	
With Hearing	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>FY 2021 Thru Dec 31, 2020</b>		
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	0	1	0	0	0	0	0	
Race	0	1	100	0	0	0	0	
Color	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	
Sex	0	0	0	0	0	0	0	
PDA	0	0	0	0	0	0	0	



Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	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>FY 2021 Thru Dec 31, 2020</b>	
	<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</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>	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reassignment</b>												

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	1	100	0	0	0	0	0	0	0
Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0
<b>Other - User Define</b>											
User Defined - Other 1	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
User Defined - Other 3	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
<b>Findings After Hearing</b>	0		1		0		0		0		0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	0	0	0	0	0	0	0
Awards	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
<b>Disciplinary Action</b>											
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	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												
Non-Sexual	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	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	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	100	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	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
<b>Findings Without Hearing</b>	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	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>FY 2021 Thru Dec 31, 2020</b>					
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>							
Total complaints from previous Fiscal Years	28	30	39	48	39	50						
Total Complainants	27	29	38	43	35	46						
<b>Number complaints pending</b>												
Investigation	0	0	0	1	1	5						
ROI issued, pending Complainant's action	1	0	0	0	0	2						
Hearing	23	30	36	40	35	38						
Final Agency Action	4	0	3	6	4	6						
Appeal with EEOC Office of Federal Operations	39	52	64	69	81	85						
<b>Complaint Investigations</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>											
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 Thru Dec 31, 2020</b>						
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	3	0	0	0						