

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

FSIS (and below)

For 1st Quarter 2017 for period ending December 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	68	46	60	62	68	15
Number of Complainants	66	43	56	61	67	15
Repeat Filers	2	2	4	1	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	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	8
Color	14	14	20	15	4	4
Religion	5	3	4	6	4	2
Reprisal	29	30	34	34	33	7
Sex	27	19	33	20	28	5
PDA	0	0	2	0	0	0
National Origin	13	5	11	12	4	4

Equal Pay Act	1	2	1	0	1	0
Age	28	17	26	24	24	6
Disability	20	23	18	19	23	5
Genetics	0	1	0	0	0	0
Non-EEO	7	5	11	10	8	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
Appointment/Hire	2	1	3	4	1	0
Assignment of Duties	6	6	12	10	6	0
Awards	2	2	2	1	2	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	2	2	6	6	5	0
Suspension	4	4	5	11	9	0
Removal	2	1	2	2	1	4
Other	0	0	0	0	0	0
Duty Hours	1	0	5	3	4	0
Perf. Eval./ Appraisal	5	9	11	9	9	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	36	33	33	37	35	10
Sexual	2	1	0	3	5	1
Medical Examination	1	0	2	2	0	0
Pay including overtime	1	6	6	3	5	1

Promotion/Non-Selection	18	3	13	16	18	2
Reassignment						
Denied	0	1	0	1	1	2
Directed	8	4	10	9	1	1
Reasonable Accommodation Disability	4	6	6	10	5	2
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	0
Termination	10	4	3	9	4	2
Terms/Conditions of Employment	12	14	18	16	10	3
Time and Attendance	7	4	8	13	5	1
Training	8	2	5	1	3	3
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					2017Thru12-31
	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	198.10
Average number of days in final action	114.18	183.04	275.06	95.67	59.27	244.40
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	210.20						
Average number of days in final action	114.43	299.75	339.00	120.18	61.92	0						
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	186.00						
Average number of days in final action	113.93	133.89	135.19	81.47	57.24	244.40						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2017Thru12-31						
	2012	2013	2014	2015	2016							
Total Complaints Dismissed by Agency	11	11	6	8	7	1						
Average days pending prior to dismissal	492	114	77	92	80	42						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	5	3	6	5	6	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2	0	0	1	0	0	0	0	0	0	0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	2	100	0	0	1	100	0	0	0	0	0	

Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	100	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	50	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		3		5		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	33	0	0	0	0	0	0	0	0
Sex	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	100	1	33	4	80	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	1	33	1	20	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012		2013		2014		2015		2016		31	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
Disciplinary Action												

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2017Thru12-31					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	55	62	37	41	28	59						
Total Complainants	54	60	35	40	27	55						
Number complaints pending												
Investigation	2	1	2	0	0	11						
ROI issued, pending Complainant's action	0	0	0	1	1	2						
Hearing	32	36	32	36	23	40						
Final Agency Action	16	24	2	5	4	3						
Appeal with EEOC Office of Federal Operations	1	3	9	19	39	42						
Complaint Investigations	Comparative Data						2017Thru12-31					
	Previous Fiscal Year Data											
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	5	8	1	0	0	1						