

**Equal Employment Opportunity Data Posted  
Pursuant to the No FEAR Act:**

**FSIS**

**For 1st Quarter 2024 for period ending December 31, 2023**

<b>Part 1 Complaint Activity</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>10.01.2023 Thru 12.31.2023</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Number of Complaints Filed	58	55	52	41	41	12
Number of Complainants	56	53	50	40	39	11
Repeat Filers	2	2	2	1	2	1

<b>Part 2 Complaints by Basis</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>10.01.2023 Thru 12.31.2023</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Race	23	21	19	15	16	4
Color	12	8	4	4	8	6
Religion	8	3	0	2	7	4
Reprisal	41	26	20	24	19	2
Sex	24	20	14	7	13	5
PDA	1	0	0	1	0	0
National Origin	12	11	7	5	5	6
Equal Pay Act	2	0	0	0	2	0
Age	18	17	14	7	9	3
Disability	23	17	22	18	17	3

Genetics	0	0	0	0	2	0
Non-EEO	5	5	2	4	4	1

Part 3 Complaints By Issue	Comparative Data					
<p><i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i></p> <p><i>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</i></p> <p><i>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</i></p>	<b>Previous Fiscal Year Data</b>					<b>10.01.2023 Thru 12.31.2023</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Appointment/Hire	0	1	1	0	1	0
Assignment of Duties*	4	6	4	0	0	0
Awards	2	0	2	1	1	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	6	3	0	0	0
Suspension	8	6	7	3	7	1
Removal	5	5	3	0	3	1
Other Disciplinary Actions**	0	0	0	0	11	2
Other 2**	0	0	0	0	0	0
Duty Hours*	0	1	0	0	0	0
Perf. Eval./ Appraisal	5	5	7	7	4	1

Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	38	35	24	13	23	7
Sexual	1	3	1	1	2	0
Medical Examination	1	0	0	1	0	0
Pay including overtime	1	0	1	0	3	1
Promotion/Non-Selection	13	7	8	6	6	2
Reassignment: Denied/Directed	0	1	0	0	1	0
Directed	7	3	6	0	5	1
Reasonable Accommodation Disability	11	5	10	5	5	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	7	2	0
Retirement*	1	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	3	2	1	1	1	1
Termination	4	3	2	1	8	3
Terms/Conditions of Employment*	17	8	3	0	0	0
Time and Attendance	17	9	7	3	11	2
Training	1	1	1	0	4	0
Other Terms/Conditions of Employment*	0	0	0	0	8	1
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>Part 9 Complaints Pending from Previous Fiscal Years By Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>10.01.2023 Thru 12.31.2023</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Total complaints from previous Fiscal Years	48	39	28	16	10	31
Total Complainants	43	35	26	16	10	30
Investigation	1	1	0	0	0	3
ROI issued, pending Complainant's action	0	0	0	0	0	6
Hearing	40	35	26	11	9	22
Final Agency Action	6	4	2	3	0	1
Appeal with EEOC Office of Federal Operations	69	81	7	19	13	15

<b>Part 10 Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>10.01.2023 Thru 12.31.2023</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	0	0