

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

FSIS (Includes Sub-Level Offices)

For 1st Quarter 2022 for period ending December 31, 2021

Notes:

Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

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.

Part 1 Complaint Activity						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Number of Complaints Filed	58	54	58	55	52	11
Number of Complainants	58	54	56	53	50	11
Repeat Filers	0	0	2	2	2	0

Part 2 Complaints by Basis						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Race	31	23	23	21	19	5
Color	12	11	12	8	4	1
Religion	8	3	8	3	0	1
Reprisal	32	29	41	26	20	6
Sex	20	17	24	20	14	4
PDA	0	1	1	0	0	0
National Origin	10	7	12	11	7	2
Equal Pay Act	1	0	2	0	0	0
Age	20	19	18	17	14	1
Disability	21	21	23	17	22	3
Genetics	0	0	0	0	0	0
Non-EEO	7	0	5	5	2	0

Part 3 Complaints By Issue

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Appointment/Hire	0	0	0	1	1	0
Assignment of Duties*	4	2	4	6	4	0
Awards	0	1	2	0	2	1
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	7	1	5	6	3	0
Disciplinary Action: Suspension	8	4	8	6	7	1
Disciplinary Action: Removal	8	1	5	5	3	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	2
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	2	0	0	1	0	0
Perf. Eval./ Appraisal	5	10	5	5	7	3
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	40	35	38	35	24	3
Harassment: Sexual	4	3	1	3	1	1
Medical Examination	1	0	1	0	0	0
Pay including overtime	3	0	1	0	1	0
Promotion/Non-Selection	11	6	13	7	8	2
Reassignment: Denied/Directed	4	1	0	1	0	0
Reassignment: Directed	2	6	7	3	6	0
Reasonable Accommodation Disability	5	10	11	5	10	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	2	1	0	0	0	0
Retirement*	0	1	1	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	4	2	3	2	1	0
Termination	5	7	4	3	2	0
Terms/Conditions of Employment*	13	6	17	8	3	0
Time and Attendance	8	11	17	9	7	1
Training	4	2	1	1	1	0
Other Terms/Conditions of Employment*	0	0	0	0	0	2

Part 4 Processing Time (Complaints Pending During FY)

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Average days in Investigation for all cases pending during FY	151.73	170.53	199.08	209.91	140.28	142.31
Average days in Final Action for all cases pending during FY	77.59	41.76	41.21	30.73	28.02	19.29
Average days in Investigation with Hearing	161.0	181.53	208.9	215.32	149.47	123.20
Average days in Final Action with Hearing	49.77	25.0	30.13	24.81	8.89	10.75
Average Days in Investigation without Hearing	137.82	151.55	185.52	191.74	134.54	154.25
Average Days in Final Action without Hearing	100.19	51.19	54.0	37.1	42.38	30.67

Part 5 Complaints Dismissed or Withdrawn

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Total Complaints Dismissed by Agency	9	9	5	14	2	2
Average Days Pending Prior to Dismissal	99	15	15	24	31	43.50
Total Complaints Withdrawn by Complainants	4	3	6	4	4	0

Part 6 Total Final Agency Actions Finding Discrimination

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Part 7 Finding of Discrimination by Basis

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 12-31)	FY 2022 % (thru 12-31)
Total Number Findings	1		0		0		0		0		0	
Race	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 12-31)	FY 2022 % (thru 12-31)
Findings After Hearing	1		0		0		0		0		0	
Race	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 12-31)	FY 2022 % (thru 12-31)
Finding Without Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Part 8 Finding of Discrimination by Issue

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Part 8 Finding of Discrimination by Issue (with Hearing)
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Part 8 Finding of Discrimination by Issue (without Hearing)

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Part 9 Complaints Pending from Previous FY By Status						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Total complaints from previous Fiscal Years	30	39	48	39	28	54
Total Complainants	29	38	43	35	26	50
Complaints Pending Investigation	0	0	1	1	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	3
Complaints Pending in Hearing	30	36	40	35	26	34
Complaints Pending Final Agency Action	0	3	6	4	2	11
Complaints Pending Appeal with EEOC Office of Federal Operations	52	64	69	81	7	12

Part 10 Complaint Investigations						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	0	3	0	0	0	0