

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

FSIS (Includes Sub-Level Offices)

For 4th Quarter 2023 for period ending September 30, 2023

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 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Number of Complaints Filed	54	58	55	52	41	0
Number of Complainants	54	56	53	50	40	0
Repeat Filers	0	2	2	2	1	0

Part 2 Complaints by Basis						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Race	23	23	21	19	15	16
Color	11	12	8	4	4	8
Religion	3	8	3	0	2	7
Reprisal	29	41	26	20	24	19
Sex	17	24	20	14	7	13
PDA	1	1	0	0	1	0
National Origin	7	12	11	7	5	5
Equal Pay Act	0	2	0	0	0	2
Age	19	18	17	14	7	9
Disability	21	23	17	22	18	17
Genetics	0	0	0	0	0	2
Non-EEO	0	5	5	2	4	4

Part 3 Complaints By Issue

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Appointment/Hire	0	0	1	1	0	0
Assignment of Duties*	2	4	6	4	0	0
Awards	1	2	0	2	1	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	1	5	6	3	0	0
Disciplinary Action: Suspension	4	8	6	7	3	0
Disciplinary Action: Removal	1	5	5	3	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	1	0	0	0
Perf. Eval./ Appraisal	10	5	5	7	7	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	35	38	35	24	13	0
Harassment: Sexual	3	1	3	1	1	0
Medical Examination	0	1	0	0	1	0
Pay including overtime	0	1	0	1	0	0
Promotion/Non-Selection	6	13	7	8	6	0
Reassignment: Denied/Directed	1	0	1	0	0	0
Reassignment: Directed	6	7	3	6	0	0
Reasonable Accommodation Disability	10	11	5	10	5	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	7	0
Retirement*	1	1	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	3	2	1	1	0
Termination	7	4	3	2	1	0
Terms/Conditions of Employment*	6	17	8	3	0	0
Time and Attendance	11	17	9	7	3	0
Training	2	1	1	1	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0

Part 4 Processing Time (Complaints Pending During FY)						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Average days in Investigation for all cases pending during FY	170.53	199.08	209.91	140.28	151.9	0.0
Average days in Final Action for all cases pending during FY	41.76	41.21	30.73	28.02	37.77	0.0
Average days in Investigation with Hearing	181.53	208.9	215.32	149.47	174.85	0.0
Average days in Final Action with Hearing	25.0	30.13	24.81	8.89	14.55	0.0
Average Days in Investigation without Hearing	151.55	185.52	191.74	134.54	140.42	0.0
Average Days in Final Action without Hearing	51.19	54.0	37.1	42.38	62.21	0.0

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Total Complaints Dismissed by Agency	9	5	14	2	3	0
Average Days Pending Prior to Dismissal	15	15	24	31	41	0
Total Complaints Withdrawn by Complainants	3	6	4	4	3	0

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Part 7 Finding of Discrimination by Basis

	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09-30)	FY 2023 % (thru 09-30)
Total Number Findings	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 7 Finding of Discrimination by Basis (with Hearing)

	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09- 30)	FY 2023 % (thru 09- 30)
Findings After 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 7 Finding of Discrimination by Basis (without Hearing)

	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count	FY 2022 %	FY 2023 Count (thru 09- 30)	FY 2023 % (thru 09- 30)
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

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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 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Total complaints from previous Fiscal Years	39	48	39	28	16	0
Total Complainants	38	43	35	26	16	0
Complaints Pending Investigation	0	1	1	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	36	40	35	26	11	0
Complaints Pending Final Agency Action	3	6	4	2	3	0
Complaints Pending Appeal with EEOC Office of Federal Operations	64	69	81	7	19	0

Part 10 Complaint Investigations						
	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	0	1	0