

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

FSIS (Includes Sub-Level Offices)

For 3rd Quarter 2026 for period ending June 30, 2026

## 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 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Number of Complaints Filed | 52      | 41      | 0       | 69      | 44      | 22                   |
| Number of Complainants     | 50      | 40      | 0       | 60      | 40      | 20                   |
| Repeat Filers              | 2       | 1       | 0       | 7       | 4       | 2                    |

| Part 2 Complaints by Basis |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Race                       | 19      | 15      | 16      | 29      | 20      | 8                    |
| Color                      | 4       | 4       | 8       | 20      | 11      | 4                    |
| Religion                   | 0       | 2       | 7       | 11      | 6       | 4                    |
| Reprisal                   | 20      | 24      | 19      | 44      | 21      | 11                   |
| Sex                        | 14      | 7       | 13      | 25      | 13      | 5                    |
| PDA                        | 0       | 1       | 0       | 0       | 0       | 1                    |
| National Origin            | 7       | 5       | 5       | 25      | 15      | 3                    |
| Equal Pay Act              | 0       | 0       | 2       | 1       | 1       | 0                    |
| Age                        | 14      | 7       | 9       | 13      | 16      | 3                    |
| Disability                 | 22      | 18      | 17      | 24      | 14      | 8                    |
| Genetics                   | 0       | 0       | 2       | 0       | 0       | 0                    |
| Non-EEO                    | 2       | 4       | 4       | 10      | 6       | 0                    |

# Part 3 Complaints By Issue

|                                                      | FY<br>2021 | FY<br>2022 | FY<br>2023 | FY<br>2024 | FY<br>2025 | FY 2026<br>(thru<br>06-30) |
|------------------------------------------------------|------------|------------|------------|------------|------------|----------------------------|
| Appointment/Hire                                     | 1          | 0          | 0          | 3          | 1          | 2                          |
| Assignment of Duties*                                | 4          | 0          | 0          | 0          | 0          | 0                          |
| Awards                                               | 2          | 1          | 0          | 4          | 0          | 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**                     | 3          | 0          | 0          | 0          | 0          | 0                          |
| Disciplinary Action: Suspension                      | 7          | 3          | 0          | 11         | 3          | 1                          |
| Disciplinary Action: Removal                         | 3          | 0          | 0          | 5          | 8          | 1                          |
| Disciplinary Action: Other Disciplinary<br>Actions** | 0          | 0          | 0          | 26         | 12         | 6                          |
| Disciplinary Action: Other 2**                       | 0          | 0          | 0          | 0          | 0          | 0                          |
| Duty Hours*                                          | 0          | 0          | 0          | 0          | 0          | 0                          |
| Perf. Eval./ Appraisal                               | 7          | 7          | 0          | 2          | 3          | 3                          |
| Examination/Test                                     | 0          | 0          | 0          | 0          | 0          | 0                          |
| Harassment: Non-Sexual                               | 24         | 13         | 0          | 38         | 19         | 9                          |
| Harassment: Sexual                                   | 1          | 1          | 0          | 3          | 0          | 1                          |
| Medical Examination                                  | 0          | 1          | 0          | 1          | 0          | 0                          |
| Pay including overtime                               | 1          | 0          | 0          | 6          | 4          | 0                          |
| Promotion/Non-Selection                              | 8          | 6          | 0          | 11         | 8          | 3                          |
| Reassignment: Denied/Directed                        | 0          | 0          | 0          | 0          | 0          | 0                          |
| Reassignment: Directed                               | 6          | 0          | 0          | 10         | 1          | 2                          |
| Reasonable Accommodation Disability                  | 10         | 5          | 0          | 9          | 9          | 5                          |
| Reinstatement*                                       | 0          | 0          | 0          | 0          | 0          | 0                          |
| Religious Accommodation                              | 0          | 7          | 0          | 1          | 0          | 0                          |
| Retirement*                                          | 0          | 0          | 0          | 0          | 0          | 0                          |
| Sex-Stereotyping                                     | 0          | 0          | 0          | 0          | 0          | 0                          |
| Telework                                             | 1          | 1          | 0          | 1          | 0          | 1                          |
| Termination                                          | 2          | 1          | 0          | 12         | 10         | 2                          |
| Terms/Conditions of Employment*                      | 3          | 0          | 0          | 0          | 0          | 0                          |
| Time and Attendance                                  | 7          | 3          | 0          | 20         | 1          | 4                          |
| Training                                             | 1          | 0          | 0          | 2          | 1          | 0                          |
| Other Terms/Conditions of Employment*                | 0          | 0          | 0          | 22         | 7          | 4                          |

| Part 4 Processing Time (Complaints Pending During FY)         |         |         |         |         |         |                      |
|---------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                                               | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Average days in Investigation for all cases pending during FY | 140.28  | 151.9   | 0.0     | 135.12  | 160.84  | 162.86               |
| Average days in Final Action for all cases pending during FY  | 28.02   | 37.77   | 0.0     | 22.28   | 22.86   | 15.84                |
| Average days in Investigation with Hearing                    | 149.47  | 174.85  | 0.0     | 132.79  | 179.03  | 152.25               |
| Average days in Final Action with Hearing                     | 8.89    | 14.55   | 0.0     | 13.71   | 9.35    | 12.60                |
| Average Days in Investigation without Hearing                 | 134.54  | 140.42  | 0.0     | 138.79  | 131.67  | 177.38               |
| Average Days in Final Action without Hearing                  | 42.38   | 62.21   | 0.0     | 31.93   | 43.64   | 28.80                |

| Part 5 Complaints Dismissed or Withdrawn   |         |         |         |         |         |                      |
|--------------------------------------------|---------|---------|---------|---------|---------|----------------------|
|                                            | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026 (thru 06-30) |
| Total Complaints Dismissed by Agency       | 2       | 3       | 0       | 8       | 7       | 3                    |
| Average Days Pending Prior to Dismissal    | 31      | 41      | 0       | 58.38   | 31.57   | 34.00                |
| Total Complaints Withdrawn by Complainants | 4       | 3       | 0       | 2       | 2       | 3                    |

| Part 6 Total Final Agency Actions Finding Discrimination |               |           |               |           |               |           |               |           |               |           |                            |                        |
|----------------------------------------------------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|----------------------------|------------------------|
|                                                          | FY 2021 Count | FY 2021 % | FY 2022 Count | FY 2022 % | FY 2023 Count | FY 2023 % | FY 2024 Count | FY 2024 % | FY 2025 Count | FY 2025 % | FY 2026 Count (thru 06-30) | FY 2026 % (thru 06-30) |
| Total Number Findings                                    | 0             |           | 0             |           | 0             |           | 0             |           | 1             |           | 0                          |                        |
| Findings Without Hearing                                 | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Findings With Hearing                                    | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 1             | 100       | 0                          | 0                      |

| Part 7 Finding of Discrimination by Basis |                     |                 |                     |                 |                     |                 |                     |                 |                     |                 |                                  |                              |
|-------------------------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|----------------------------------|------------------------------|
|                                           | FY<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 06-30) | FY 2026<br>%<br>(thru 06-30) |
| Total Number Findings                     | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 1                   |                 | 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            | 1                   | 100.00          | 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<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 06-30) | FY 2026<br>%<br>(thru 06-30) |
|------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|----------------------------------|------------------------------|
| Findings After Hearing | 0                   |                 | 0                   |                 | 0                   |                 | 0                   |                 | 1                   |                 | 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            | 1                   | 100.00          | 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<br>2021<br>Count | FY<br>2021<br>% | FY<br>2022<br>Count | FY<br>2022<br>% | FY<br>2023<br>Count | FY<br>2023<br>% | FY<br>2024<br>Count | FY<br>2024<br>% | FY<br>2025<br>Count | FY<br>2025<br>% | FY 2026<br>Count<br>(thru 06-30) | FY 2026<br>%<br>(thru 06-30) |
|-------------------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|---------------------|-----------------|----------------------------------|------------------------------|
| 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                         |

|                                           |
|-------------------------------------------|
| Part 8 Finding of Discrimination by Issue |
|-------------------------------------------|

[illegible]

|                                                          |
|----------------------------------------------------------|
| Part 8 Finding of Discrimination by Issue (with Hearing) |
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[illegible]

|                                                             |
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| Part 8 Finding of Discrimination by Issue (without Hearing) |
|-------------------------------------------------------------|

[illegible]

| Part 9 Complaints Pending from Previous FY By Status                |         |         |         |         |         |                            |
|---------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                     | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>06-30) |
| Total complaints from previous Fiscal Years                         | 28      | 16      | 0       | 13      | 26      | 13                         |
| Total Complainants                                                  | 26      | 16      | 0       | 13      | 25      | 13                         |
| Complaints Pending Investigation                                    | 0       | 0       | 0       | 0       | 1       | 0                          |
| ROI issued, pending Complainant's action                            | 0       | 0       | 0       | 0       | 0       | 1                          |
| Complaints Pending in Hearing                                       | 26      | 11      | 0       | 11      | 21      | 9                          |
| Complaints Pending Final Agency Action                              | 2       | 3       | 0       | 0       | 1       | 1                          |
| Complaints Pending Appeal with EEOC Office of<br>Federal Operations | 7       | 19      | 0       | 17      | 8       | 17                         |

| Part 10 Complaint Investigations                                       |         |         |         |         |         |                            |
|------------------------------------------------------------------------|---------|---------|---------|---------|---------|----------------------------|
|                                                                        | FY 2021 | FY 2022 | FY 2023 | FY 2024 | FY 2025 | FY 2026<br>(thru<br>06-30) |
| Pending Complaints Where Investigations Exceed<br>Required Time Frames | 0       | 1       | 0       | 0       | 1       | 0                          |