

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

FSIS (and below)

For 4th Quarter 2011 for period ending September 30, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	83	70	83	88	67	79
Number of Complainants	73	65	68	86	66	77
Repeat Filers	9	4	11	2	1	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	2011Thru09-30
Race	37	32	38	37	27	36
Color	14	9	8	11	7	7
Religion	10	12	11	7	3	6
Reprisal	41	39	54	46	30	37
Sex	28	20	25	30	15	33
National Origin	18	14	19	25	10	15

Equal Pay Act	2	0	0	0	0	0
Age	26	22	26	24	20	25
Disability	16	18	14	11	16	15
Non-EEO	4	6	7	6	5	10
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Appointment/Hire	2	3	0	1	4	8
Assignment of Duties	9	7	9	12	6	8
Awards	2	1	0	1	0	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	1	0	1	0
Reprimand	2	1	1	2	0	3
Suspension	5	6	13	5	8	4
Removal	3	3	3	3	3	3
Other	3	2	1	1	4	2
Duty Hours	3	0	2	0	1	0
Evaluation Appraisal	12	6	11	10	16	10
Examination/Test	0	1	0	0	1	0
Harassment						
Non-Sexual	43	29	47	41	31	37
Sexual	3	1	4	4	3	9
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	1	1	4	1	4	2
Promotion/Non-Selection	18	12	21	27	6	8
Reassignment						
Denied	1	3	1	3	1	3
Directed	8	4	4	7	2	6
Reasonable Accommodation	3	11	6	1	4	2
Reinstatement	0	0	0	0	0	0
Retirement	2	1	0	0	0	0
Termination	5	6	3	5	5	5
Terms/Conditions of Employment	7	1	9	9	5	8
Time and Attendance	8	10	10	6	7	7
Training	2	7	3	3	4	2
Other	2	1	1	0	1	9
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation	232.81	213.27	206.02	192.49	274.28	271.39
Average number of days in final action	440.86	466.01	763.95	588.72	241.29	363.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	227.50	209.24	206.24	189.90	270.11	242.59
Average number of days in final action	77.68	151.14	235.20	127.75	28.86	190.00

Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	237.23	216.38	205.83	194.13	276.80	286.85						
Average number of days in final action	824.22	613.40	881.44	708.98	312.10	409.58						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2011Thru09-30	
	2006	2007	2008	2009	2010							
Total Complaints Dismissed by Agency	11	25	16	6	7	10						
Average days pending prior to dismissal	729	841	395	160	164	204						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	14	5	3	6	10	8						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2011Thru09-30	
	2006	2007	2008	2009	2010							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		1		2		2		4	
Without Hearing	1	100	2	50	0	0	1	50	1	50	4	100
With Hearing	0	0	2	50	1	100	1	50	1	50	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2011Thru09-30	
<i>Note: Complaints can</i>	2006	2007	2008	2009	2010							

Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		0		1		1		4	
Race	0	0	0	0	0	0	0	0	1	100	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	100	0	0	1	100	0	0	1	25
Sex	0	0	1	100	0	0	0	0	0	0	1	25
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	0	0	1	100	0	0	0	0	0	0	2	50
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2011 Thru 09-30	
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		1		2		2		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	25	0	0	0	0	0	0	1	25
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	1	100	3	75
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	1	50	0	0	0	0	0	0	0	2	50
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	1	25
Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	50	0	0	0	0	0	0	0	1	25
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	1	50	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	2	50
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2011Thru09-30							
	2006	2007	2008	2009	2010								
Total complaints from previous Fiscal Years	170	175	140	131	125	111							
Total Complainants	123	127	108	103	112	103							
Number complaints pending													

Investigation	7	3	3	5	8	5
ROI issued, pending Complainant's action	0	2	2	0	0	1
Hearing	7	3	26	37	42	38
Final Agency Action	68	55	31	9	10	13
Appeal with EEOC Office of Federal Operations	0	1	1	1	1	1
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Pending Complaints Where Investigations Exceed Required Time Frames	11	6	9	17	17	13