

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

FSIS

For 4th Quarter 2010 for period ending September 30, 2010

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	104	83	70	83	88	67
Number of Complainants	87	73	65	68	86	66
Repeat Filers	14	9	4	11	2	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	30
Race	44	37	32	38	37	27
Color	17	14	9	8	11	7
Religion	13	10	12	11	7	3
Reprisal	46	41	39	54	46	30
Sex	31	28	20	25	30	15
National Origin	28	18	14	19	25	10

Equal Pay Act	3	2	0	0	0	0
Age	37	26	22	26	24	20
Disability	20	16	18	14	11	16
Non-EEO	0	4	6	7	6	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Appointment/Hire	7	2	3	0	1	4
Assignment of Duties	8	9	7	9	12	6
Awards	2	2	1	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	1	1	0	1
Reprimand	3	2	1	1	2	0
Suspension	17	5	6	13	5	8
Removal	4	3	3	3	3	3
Other	5	3	2	1	1	4
Duty Hours	1	3	0	2	0	1
Evaluation Appraisal	9	12	6	11	10	16
Examination/Test	0	0	1	0	0	1
Harassment						
Non-Sexual	40	43	29	47	41	31
Sexual	1	3	1	4	4	3
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	1	1	4	1	4
Promotion/Non-Selection	29	18	12	21	27	6
Reassignment						
Denied	0	1	3	1	3	1
Directed	6	8	4	4	7	2
Reasonable Accommodation	7	3	11	6	1	4
Reinstatement	0	0	0	0	0	0
Retirement	0	2	1	0	0	0
Termination	5	5	6	3	5	5
Terms/Conditions of Employment	9	7	1	9	9	5
Time and Attendance	5	8	10	10	6	7
Training	3	2	7	3	3	4
Other	3	2	1	1	0	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Complaints pending during fiscal year						
Average number of days in investigation	284.76	232.81	213.27	206.02	192.49	274.28
Average number of days in final action	288.32	440.86	466.01	763.95	588.72	241.29
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	283.51	227.50	209.24	206.24	189.90	270.11
Average number of days in final action	110.17	77.68	151.14	235.20	127.75	28.86
Complaint pending during fiscal year where hearing was not requested						
Average number of	285.84	237.23	216.38	205.83	194.13	276.80

days in investigation												
Average number of days in final action	331.08	824.22	613.40	881.44	708.98	312.10						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2010Thru09-30	
	2005	2006	2007	2008	2009							
Total Complaints Dismissed by Agency	11	11	25	16	6	7						
Average days pending prior to dismissal	320	729	841	395	160	164						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	10	14	5	3	6	10						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2010Thru09-30	
	2005	2006	2007	2008	2009							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		4		1		2		2	
Without Hearing	1	100	1	100	2	50	0	0	1	50	1	50
With Hearing	0	0	0	0	2	50	1	100	1	50	1	50
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2010Thru09-30	
	2005	2006	2007	2008	2009							
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		4		1		2		2	

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	0	0	1	100	0	0	1	100	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
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	0	0	1	100	0	0	0	0	0	0
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										2010Thru09-30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		4		1		2		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	25	0	0	0	0	0	0
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												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	2	50	0	0	1	50	1	50
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	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
Findings Without Hearing	1		1		2		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	0	0	0	0
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												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	50	0	0	1	100	1	100
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	0	0	0	0	1	100
Sexual	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
Pay (Including Overtime)	0	0	0	0	0	0	0	0	1	100	0	0

Promotion/Non-Selection	0	0	0	0	1	50	0	0	0	0	0	0	
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation	0	0	0	0	1	50	0	0	0	0	0	0	
Reinstatement	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	
Termination	1	100	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	0	0	1	100	1	50	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	
Training	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	
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2010Thru09-30							
	2005	2006	2007	2008	2009								
Total complaints from previous Fiscal Years	158	170	175	140	131	125							
Total Complainants	110	123	127	108	103	112							
Number complaints pending													
Investigation	6	7	3	3	5	8							
ROI issued, pending Complainant's action	0	0	2	2	0	0							
Hearing	6	7	3	26	37	42							
Final Agency Action	62	68	55	31	9	10							
Appeal with EEOC Office of Federal Operations	0	0	1	1	1	1							

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Pending Complaints Where Investigations Exceed Required Time Frames	17	11	6	9	17	17