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

## FSIS (and below)

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

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	2011Thru09-30			
	2006	2007	2008	2009	2010	20111111ru09-30
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 Pagis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious ]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	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
Compleints by Issue			Com	parativ	e Data	l
Complaints by Issue	Pro	evious ]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2006	2007	2008	2009	2010	2011Thru09- 30
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	<u> </u>					
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	1	18	12	2	1	27	6	8
Reassignment								
Denied		1	3	-	1	3	1	3
Directed		8	4	4		7	2	6
Reasonable Accommodat	ion	3	11	11 6		1	4	2
Reinstatement		0	0	0		0	0	0
Retirement		2	1	(	)	0	0	0
Termination		5	6	3	3	5	5	5
Terms/Conditions of Employment		7	1	٥	9	9	5	8
Time and Attendance		8	10	1	10 6		7	7
Training		2	7	3	3	3	4	2
Other		2	1		1	0	1	9
			Co	mp	ara	tive I	<b>Data</b>	
<b>Processing Time</b>		Previou	s Fisca	l Y	ear	Data		2011Thru09-
	2006	2007	2007 2008		20	09	2010	30
Complaints pending during	ng fiscal y	year						
Average number of days in investigation	232.81	213.27	206.0	02	192	2.49	274.28	271.39
Average number of days in final action	440.86	466.01	763.9	95	588.72		241.29	363.00
Complaint pending during	g fiscal y	ear wher	e heari	ng	was	reque	ested	
Average number of days in investigation	227.50	209.24	206.2	24	189	9.90	270.11	242.59
Average number of days in final action	77.68	151.14	235.	20	127	7.75	28.86	190.00

Complaint pending during	g fiso	cal y	ear	wh	ere l	heai	ring v	vas	not	re	que	ested				
Average number of days in investigation	237	7.23	2	16.3	38	205	.83	194	l.13	3	276	5.80	2	286.85		
Average number of days in final action	824	1.22	6	13.4	10	881	.44	708	3.98	8 312.10 409.58						
							Co	mp	ara	ati	ve l	Data				
Complaints Dismissed Agency	d by	-		Pr	evio	us ]	Fisca	l Y	ear	D	ata		2011	Thru09-		
8· ·V			20	)06	20	07	200	8	200	9	20	10		30		
Total Complaints Dismiss Agency	sed t	у	1	11	2	5	16		6		,	7		10		
Average days pending pri dismissal	or to	)	7	29	84	<b>1</b> 1	395	i	160	0	10	64		204		
Con	ıplai	ints	nts Withdrawn by Complainants													
Total Complaints Withdra Complainants	awn	by	]	14	4	5	3		6		1	0		8		
						(	Comp	oara	ativ	/ <b>е</b> ]	Dat	a				
<b>Total Final Agency</b>			P	revi	ious	Fis	cal Y	ear	· Da	ata	ı		201	Thru09-		
Actions Finding Discrimination		200	6	20	07	2	2008	2	2009	9	20	)10		30		
	#	4 9,	<b>6</b>	#	%	#	%	#	9,	<b>6</b>	#	%	#	%		
Total Number Findings	1			4		1		2			2		4			
Without Hearing	1	10	00	2	50	0	0	1	5	0	1	50	4 100			
With Hearing	C		)	2	50	1	100	1	5	0	1	50	0	0		
Findings of						Co	ompa	rat	ive	D	ata					
Discrimination Rendered by Basis			Pre	evio	us F	isc	al Ye	ar l	Dat	ta			201	1Thru09-		
Note: Complaints can	200	006 2007 2008 2009 2010														

be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		4		1		2		2		4	
Race	0	0	1	25	0	0	1	50	2	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	1	100	2	50	1	100	2	100	1	50	1	25
Sex	0	0	2	50	0	0	0	0	0	0	1	25
National Origin	0	0	2	50	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	25	0	0	0	0	0	0	2	50
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		2		1		1		1		0	
Race	0	0	1	50	0	0	1	100	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	0	0	1	100	1	100	1	100	0	0
Sex	0	0	1	50	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	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

Diaghility								0		0	0	0
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
	I		I		ı		ı				I	I
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
					•	Comp	ara	tive D	ata	1		
Findings of			Pre	vious	Fis	cal Y	ear	Data			2011	
Discrimination Rendered by Issue	20	006	2	007	2	008	2	009	2	010		30
·	#	%	#	%	#	%	#	%	#	%	#	%
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												

		1									1	
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	2	50	0	0	1	50	1	50	1	25
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	1	100	0	0	0	0	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	50	0	0	0	0	1	50	3	75
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	1	50	0	0	0	0
Promotion/Non- Selection	0	0	1	25	0	0	0	0	1	50	2	50
Reassignment												'
Denied	0	0	0	0	0	0	0	0	0	0	1	25
Directed	0	0	0	0	0	0	1	50	0	0	0	0
Reasonable Accommodation	0	0	1	25	0	0	0	0	0	0	1	25
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	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	1	25	0	0	0	0	0	0	0	0
Time and Attendance	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

					T				Т			
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		2		1		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	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	1	50	0	0	0	0	0	0	0	0
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	1	100	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	100	0	0	0	0	0	0	0	0
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	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	1	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
	-											

Directed	0	0	0	0	0	0	1	100	0	0	0	0
	U	U	U	<u> </u>	U	U	1	100	<sup>U</sup>	U	U	U
Reasonable Accommodation	0	0	0	0	0	0	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	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		2		0		1		1		4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	50	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												
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	1	50	0	0	1	100	1	100	1	25
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	1	25
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment													
Non-Sexual	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
Medical Examination	0	0	0	0	0	0		0	0	0	0	0	0
Pay (Including Overtime)	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	2	50
Reassignment													'
Denied	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
Reasonable Accommodation	0	0	1	50	0	0		0	0	0	0	1	25
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	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
Time and Attendance	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
Other - User Defined	0	0	0	0	0	0		0	0	0	0	0	0
							C	om	parat	tive	Data		
<b>Pending Complaints</b> <b>Previous Fiscal Years</b>				Pre	eviou	ıs F	isc	al `	Year 1	Dat	ta	20117	Thru09-
				006	200	7	200	08	2009	) [	2010	•	30
Total complaints from priscal Years	orevi	ious		170	17:	5	14	10	131		125	1	.11
Total Complainants				123	12	7	10	)8	103	Ť	112	1	.03
Number complaints po	1 .												

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
			Com	parativ	ve Data	1
<b>Complaint Investigations</b>	Pro	evious 1	Fiscal Y	Year D	ata	2011Thru09-
	2006	2007	2008	2009	2010	30
Pending Complaints Where Investigations Exceed Required Time Frames	11	6	9	17	17	13