

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

FSIS (and below)

For 1st Quarter 2012 for period ending December 31, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	70	83	88	67	79	14
Number of Complainants	65	68	86	66	77	14
Repeat Filers	4	11	2	1	2	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	31
Race	32	38	37	27	38	6
Color	9	8	11	7	7	1
Religion	12	11	7	3	6	0
Reprisal	39	54	46	30	38	6
Sex	20	25	30	15	35	5
National Origin	14	19	25	10	16	1

Equal Pay Act	0	0	0	0	0	0
Age	22	26	24	20	27	6
Disability	18	14	11	16	16	3
Non-EEO	6	7	6	5	11	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	3	0	1	4	8	0
Assignment of Duties	7	9	12	6	8	1
Awards	1	0	1	0	2	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	0	1	0	0
Reprimand	1	1	2	0	3	0
Suspension	6	13	5	8	4	0
Removal	3	3	3	3	3	0
Other	2	1	1	4	2	0
Duty Hours	0	2	0	1	0	0
Evaluation Appraisal	6	11	10	16	10	0
Examination/Test	1	0	0	1	0	0
Harassment						
Non-Sexual	29	47	41	31	38	7
Sexual	1	4	4	3	9	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	1	4	1	4	2	0
Promotion/Non-Selection	12	21	27	6	9	2
Reassignment						
Denied	3	1	3	1	3	0
Directed	4	4	7	2	6	2
Reasonable Accommodation	11	6	1	4	2	0
Reinstatement	0	0	0	0	0	1
Retirement	1	0	0	0	0	1
Termination	6	3	5	5	6	1
Terms/Conditions of Employment	1	9	9	5	8	2
Time and Attendance	10	10	6	7	7	4
Training	7	3	3	4	2	1
Other	1	1	0	1	10	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	213.27	206.02	192.49	274.28	268.46	249.71
Average number of days in final action	466.01	763.95	588.72	241.29	350.78	709.60
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	209.24	206.24	189.90	270.11	236.77	284.80
Average number of days in final action	151.14	235.20	127.75	28.86	96.00	0

Total Number Findings	4		1		2		2		4		0	
Race	1	25	0	0	1	50	2	100	0	0	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	2	50	1	100	2	100	1	50	1	25	0	0
Sex	2	50	0	0	0	0	0	0	1	25	0	0
National Origin	2	50	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	1	25	0	0	0	0	0	0	2	50	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
	2		1		1		1		0		0	
Race	1	50	0	0	1	100	1	100	0	0	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	1	100	1	100	0	0	0	0
Sex	1	50	0	0	0	0	0	0	0	0	0	0
National Origin	1	50	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	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without												
	1		0		1		1		4		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	1	100	0	0	0	0	1	25	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	50	0	0	0	0	1	50	3	75	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	1	50	0	0	0	0	0	0
Promotion/Non-Selection	1	25	0	0	0	0	1	50	2	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	1	25	0	0
Directed	0	0	0	0	1	50	0	0	0	0	0	0
Reasonable Accommodation	1	25	0	0	0	0	0	0	1	25	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	1	25	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	2	50	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 After Hearing	2		1		1		1		0		0	

Pay (Including Overtime)	0	0	0	0	1	100	0	0	0	0	0	0
Promotion/Non-Selection	1	50	0	0	0	0	0	0	2	50	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	1	25	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	50	0	0	0	0	0	0	1	25	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	1	50	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	2	50	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					2012Thru12-31						
	2007	2008	2009	2010	2011							
Total complaints from previous Fiscal Years	175	140	131	125	112	125						
Total Complainants	127	108	103	112	104	115						
Number complaints pending												
Investigation	3	3	5	8	5	35						
ROI issued, pending Complainant's action	2	2	0	0	1	2						
Hearing	3	26	37	42	40	48						
Final Agency Action	55	31	9	10	12	19						

Appeal with EEOC Office of Federal Operations	1	1	1	1	1	1
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	6	9	17	17	13	15