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

## FSIS (and below)

For 4th Quarter 2012 for period ending September 30, 2012

			Cor	nparati	ve Data	a
<b>Complaint Activity</b>	Pr	evious ?	ata	2012Thru09-30		
	2007	2008	2009	2010	2011	2012111ru09-30
Number of Complaints Filed	70	83	88	67	80	67
Number of Complainants	65	68	86	66	78	66
Repeat Filers	4	11	2	1	2	1

Complaints by Basis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious 1	ata			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30
Race	32	38	37	27	38	31
Color	9	8	11	7	8	12
Religion	12	11	7	3	6	4
Reprisal	39	54	46	30	40	29
Sex	20	25	30	15	36	27
PDA	0	0	0	0	0	0

National Origin	14	19	25	10	16	13
Equal Pay Act	0	0	0	0	0	1
Age	22	26	24	20	29	28
Disability	18	14	11	16	17	19
Genetics	0	0	0	0	1	0
Non-EEO	6	7	6	5	11	7
			Com	parativ	ve Data	l
Complaints by Issue	Pro	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru09- 30
Appointment/Hire	3	0	1	4	8	2
Assignment of Duties	7	9	12	6	8	7
Awards	1	0	1	0	2	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	0	1	0	1
Reprimand	1	1	2	0	3	2
Suspension	6	13	5	8	5	5
Removal	3	3	3	3	3	1
Other	2	1	1	4	3	6
Duty Hours	0	2	0	1	0	1
Evaluation Appraisal	6	11	10	16	11	5
Examination/Test	1	0	0	1	0	0
Harassment						
Non-Sexual	29	47	41	31	41	34

Sexual		1	4		1	3		8	2
Medical Examination		0	0	(	)	0		0	1
Pay (Including Overtime)		1	4	]	1	4		2	1
Promotion/Non-Selection		12 21 27		6		9	18		
Reassignment									
Denied		3	1	3	3	1	4	4	0
Directed		4	4	7	7	2		6	8
Reasonable Accommodat	ion	11	6	]	1	4		2	3
Reinstatement		0	0	(	)	0		0	0
Retirement		1	0	(	)	0		0	1
Termination		6	3	5	5	5		6	9
Terms/Conditions of Employment		1	9	Ģ	•	5		8	9
Time and Attendance		10	10	6	5	7		8	6
Training		7	3	3	3	4		3	7
Other		1	1	(	)	1	1	. 1	3
			Co	mp	ara	tive I	Data		
<b>Processing Time</b>		Previous	s Fisca	l Y	ear i	Data			2012Thru09-
	2007	2008	200	9	20	10	201	1	30
Complaints pending during	ng fiscal y	year		-					
Average number of days in investigation	213.27	206.02	192.4	19	274	1.28	290.	49	247.21
Average number of days in final action	466.01	763.95	588.7	72	241.29		199.80		217.11
Complaint pending during	g fiscal yo	ear where	e heari	ng v	was	reque	ested		
Average number of days in investigation	209.24	206.24	189.9	90	270	).11	246.	.33	223.07

Note: Complaints can	2007   2008   2009   2010   2011   30									30				
Discrimination Rendered by Basis		]	Previ	ous	Fisc	al Y	ear	Data	a		2012	Thru09-		
Findings of					C	omp	ara	ative	Dat	ta				
With Hearing	2	50	1	100	1	50	1	50	0	0	1	50		
Without Hearing	2	50	0	0	1	50	1	50	4	100	1	50		
Total Number Findings	4		1		2		2		4		2			
	#	%	#	%	#	%	#	%	#	%	#	%		
Actions Finding Discrimination	20	007	20	008	20	009	2	010	2	011	-	30		
Total Final Agency			Prev	ious	Fis	cal Y	Yea	r Dat	ta		2012			
				1	(	Com	par	ative	Da	nta				
Total Complaints Withdra Complainants	awn b	y	5		3	6		10		8		5		
Con	ıplair	ıts V	Vitho	lraw	n b	y Co	mp	olaina	ants	5				
Average days pending pridismissal	or to		841	39	95	160	0	164		204	1	32		
Total Complaints Dismiss Agency	sed by	7	25	1	6	6		7		10		7		
			2007	20	08	200	9	2010	) 2	2011	•	30		
Complaints Dismissed Agency	Previous Fiscal Year Data 2012Thru09-													
days in final action	Comparative Data													
Average number of	613.40 881.44		708.98		31	2.10	24	15.50	15	58.00				
Average number of days in investigation	216.	38	3 205.83 194		194	.94.13		276.80		56.73	29	0.68		
Complaint pending during	g fisca	al ye	ar wl	nere	heai	ing '	was	not 1	requ	iested				
Average number of days in final action	151.	14	235.	20	127	.75	28	3.86	8	2.29	28	80.77		

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

Findings  Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	4		1		2		2		4		2	
	#	%	#	%	#	%	#	%	#	%	#	%
Discrimination Rendered by Issue	2	007	2	008	20	009	20	010	20	)11		30
Findings of		]	Pre	vious	Fisc	cal Ye	ar I	Data			2012	Thru09-
					C	Compa	arat	ive D	ata			
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	1	100	0	0	0	0	0	0	2	50	1	100
Age	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
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	1	100	0	0	0	0	0	0	1	25	0	0
Reprisal	1	100	0	0	1	100	0	0	1	25	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Race	0	0	0	0	0	0	1	100	0	0	0	0
Findings Without Hearing	1		0		1		1		4		1	
Non-EEO	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	0	0	0	0	0	0	0	0
Genetics	$\frac{ 0 }{ 0 }$	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Age	$\log$	0	0	0	$\log$	0	0	0	0	0	0	0

Assignment of Duties	1	25	0	0	0	0	0	0	1	25	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										ı		ı
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	2	50	0	0	1	50	1	50	1	25	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	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	1	50
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	1	25	0	0	0	0	0	0	0	0	0	0
Employment					0	0		0		50	1	70
Time and Attendance	0	0	0	0	0	0	0	0	2	50	1	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
Findings After Hearing	2		1		1		1		0		1	
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	1	50	0	0	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	1	100	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1					·		·				1
Non-Sexual	2	100	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0

Overtime)												
Promotion/Non- Selection	0	0	0	0	0	0	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	100	0	0	0	0	0	0
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	1	100
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	2		0		1		1		4		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	0	0	0	0	0	0	1	25	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	1	50	0	0	1	100	1	100	1	25	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Previous Fiscal Years b	y St	atus	20	07	2008	3 2009 2010 201					2012Thru09- 30	
Pending Complaints I			_	Pre	vious			oarati Tear D				TL 00
Other - User Defined	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
Time and Attendance	0	0	0	0	0	0	0	0	2	50	0	0
Terms/Conditions of Employment	1	50	0	0	0	0	0	0	0	0	0	0
Termination	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
Reinstatement	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
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Denied	0	0	0	0	0	0	0	0	1	25	1	100
Reassignment												'
Promotion/Non- Selection	1	50	0	0	0	0	0	0	2	50	0	0
Pay (Including Overtime)	0	0	0	0	1	100	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	1	100	3	75	0	0
Harassment	1											
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	25	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0

Total complaints from previous Fiscal Years	175	140	131	125	0	0
Total Complainants	127	108	103	112	104	115
Number complaints pending		,				
Investigation	3	3	5	8	4	1
ROI issued, pending Complainant's action	2	2	0	0	1	0
Hearing	3	26	37	42	37	42
Final Agency Action	55	31	9	10	10	6
Appeal with EEOC Office of Federal Operations	1	1	1	1	1	1
			Com	parativ	ve Data	l
Complaint Investigations	Pro	evious	Fiscal Y	Year D	ata	2012Thru09-
	2007	2008	2009	2010	2011	30
Pending Complaints Where Investigations Exceed Required Time Frames	6	9	17	17	11	5