

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

FSIS

For 4th Quarter 2007 for period ending September 30, 2007

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Number of Complaints Filed				104	83	70
Number of Complainants				87	73	65
Repeat Filers				14	9	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	
Race				44	36	32
Color				17	14	9
Religion				12	10	12
Reprisal				46	40	39
Sex				31	28	20

National Origin				28	17	14
Equal Pay Act				3	2	0
Age				37	26	22
Disability				20	16	18
Non-EEO				0	4	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	
Appointment/Hire				7	2	3
Assignment of Duties				7	9	7
Awards				2	2	1
Conversion to Full-time				0	0	0
Disciplinary Action						
Demotion				1	1	1
Reprimand				3	2	1
Suspension				16	5	7
Removal				5	3	4
Other				5	3	1
Duty Hours				1	3	0
Evaluation Appraisal				8	12	5
Examination/Test				0	0	1
Harassment						
Non-Sexual				40	43	27
Sexual				1	3	1

Medical Examination				0	0	0
Pay (Including Overtime)				0	1	1
Promotion/Non-Selection				29	18	11
Reassignment						
Denied				0	1	2
Directed				6	8	5
Reasonable Accommodation				7	3	11
Reinstatement				0	0	0
Retirement				0	2	1
Termination				5	5	6
Terms/Conditions of Employment				9	7	1
Time and Attendance				5	8	11
Training				3	1	7
Other				3	3	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Complaints pending during fiscal year						
Average number of days in investigation				280.52	230.54	197.15
Average number of days in final action				288.32	440.46	474.13
Complaint pending during fiscal year where hearing was						

requested												
Average number of days in investigation					269.10	211.77					157.50	
Average number of days in final action					110.17	76.89					155.00	
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation					285.84	234.41					199.98	
Average number of days in final action					331.08	824.22					613.75	
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-30	
	2002	2003	2004	2005	2006							
Total Complaints Dismissed by Agency					11	11					25	
Average days pending prior to dismissal					320	729					841	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants					10	14					5	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-30	
	2002	2003	2004	2005	2006							
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings							1		1		4	
Without Hearing							1	100	1	100	2	50
With Hearing							0	0	0	0	2	50
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							1		1		4	
Race							1	100	0	0	1	25
Color							0	0	0	0	0	0
Religion							0	0	0	0	0	0
Reprisal							0	0	1	100	2	50
Sex							1	100	0	0	2	50
National Origin							0	0	0	0	2	50
Equal Pay Act							0	0	0	0	0	0
Age							0	0	0	0	0	0
Disability							0	0	0	0	1	25
Non-EEO							0	0	0	0	0	0
Findings After Hearing							0		0		2	

Race						0	0	0	0	1	50
Color						0	0	0	0	0	0
Religion						0	0	0	0	0	0
Reprisal						0	0	0	0	0	0
Sex						0	0	0	0	1	50
National Origin						0	0	0	0	1	50
Equal Pay Act						0	0	0	0	0	0
Age						0	0	0	0	0	0
Disability						0	0	0	0	0	0
Non-EEO						0	0	0	0	0	0
Findings Without Hearing						1		1		2	
Race						1	100	0	0	0	0
Color						0	0	0	0	0	0
Religion						0	0	0	0	0	0
Reprisal						0	0	1	100	2	100
Sex						1	100	0	0	1	50
National Origin						0	0	0	0	1	50
Equal Pay Act						0	0	0	0	0	0
Age						0	0	0	0	0	0
Disability						0	0	0	0	1	50
Non-EEO						0	0	0	0	0	0
Findings of Discrimination Rendered by	Comparative Data										
	Previous Fiscal Year Data									2007Thru09-	

	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							1		1		4	
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							0	0	0	0	1	25
Awards							0	0	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	2	50
Removal							0	0	0	0	0	0
Other							0	0	0	0	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							0	0	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							1	100	0	0	2	50
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	0	0	0	0
Promotion/Non-Selection							0	0	0	0	1	25

Reassignment												
Denied							0	0	0	0	0	0
Directed							0	0	0	0	0	0
Reasonable Accommodation							0	0	0	0	1	25
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0
Termination							1	100	0	0	0	0
Terms/Conditions of Employment							0	0	1	100	1	25
Time and Attendance							0	0	0	0	0	0
Training							0	0	0	0	0	0
Other - User Defined							0	0	0	0	0	0
Findings After Hearing							0		0		2	
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							0	0	0	0	0	0
Awards							0	0	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	1	50
Removal							0	0	0	0	0	0

Other							0	0	0	0	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							0	0	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							0	0	0	0	2	100
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	0	0	0	0
Promotion/Non-Selection							0	0	0	0	0	0
Reassignment												
Denied							0	0	0	0	0	0
Directed							0	0	0	0	0	0
Reasonable Accommodation							0	0	0	0	0	0
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0
Termination							0	0	0	0	0	0
Terms/Conditions of Employment							0	0	0	0	0	0
Time and Attendance							0	0	0	0	0	0
Training							0	0	0	0	0	0
Other - User Defined							0	0	0	0	0	0

Findings Without Hearing						1		1		2	
Appointment/Hire						0	0	0	0	0	0
Assignment of Duties						0	0	0	0	1	50
Awards						0	0	0	0	0	0
Conversion to Full-time						0	0	0	0	0	0
Disciplinary Action											
Demotion						0	0	0	0	0	0
Reprimand						0	0	0	0	0	0
Suspension						0	0	0	0	1	50
Removal						0	0	0	0	0	0
Other						0	0	0	0	0	0
Duty Hours						0	0	0	0	0	0
Evaluation Appraisal						0	0	0	0	0	0
Examination/Test						0	0	0	0	0	0
Harassment											
Non-Sexual						1	100	0	0	0	0
Sexual						0	0	0	0	0	0
Medical Examination						0	0	0	0	0	0
Pay (Including Overtime)						0	0	0	0	0	0
Promotion/Non-Selection						0	0	0	0	1	50
Reassignment											
Denied						0	0	0	0	0	0

Directed						0	0	0	0	0	0
Reasonable Accommodation						0	0	0	0	1	50
Reinstatement						0	0	0	0	0	0
Retirement						0	0	0	0	0	0
Termination						1	100	0	0	0	0
Terms/Conditions of Employment						0	0	1	100	1	50
Time and Attendance						0	0	0	0	0	0
Training						0	0	0	0	0	0
Other - User Defined						0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data										
	Previous Fiscal Year Data					2007Thru09-30					
	2002	2003	2004	2005	2006						
Total complaints from previous Fiscal Years				158	170	175					
Total Complainants				67	76	63					
Number complaints pending											
Investigation				6	7	3					
ROI issued, pending Complainant's action				0	0	2					
Hearing				16	26	18					
Final Agency Action				61	66	56					
Appeal with EEOC Office of Federal Operations				0	0	1					
Complaint	Comparative Data										

	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Pending Complaints Where Investigations Exceed Required Time Frames				17	10	6