

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

NRCS (and below)

For 4th Quarter 2020 for period ending September 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	32	20	26	40	26	17
Number of Complainants	31	20	25	40	26	17
Repeat Filers	1	0	1	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	12	10	10	13	9	8
Color	7	2	2	4	6	4
Religion	1	3	2	0	2	1
Reprisal	14	6	13	20	15	8
Sex	16	9	10	24	13	6
PDA	0	0	0	1	0	0

National Origin	4	2	5	5	4	2
Equal Pay Act	0	0	0	3	0	0
Age	9	3	6	12	8	7
Disability	10	5	8	12	9	10
Genetics	0	1	0	0	0	0
Non-EEO	6	2	2	6	3	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	0	0	4	0	2	4
Assignment of Duties	8	4	5	4	2	4
Awards	1	0	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	4	2	3	11	3	1
Suspension	2	0	2	4	2	1
Removal	1	0	1	2	0	3
Other	0	0	0	2	0	2
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	6	6	3	5	5	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	18	11	14	27	13	9

Sexual	1	1	0	3	1	0
Medical Examination	1	0	0	0	1	0
Pay including overtime	4	1	0	4	1	0
Promotion/Non-Selection	12	4	5	8	7	3
Reassignment						
Denied	2	0	0	3	2	0
Directed	4	0	0	0	7	2
Reasonable Accommodation Disability	5	3	3	5	3	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	2	10	1	0
Termination	1	2	2	4	0	0
Terms/Conditions of Employment	13	5	8	20	9	1
Time and Attendance	4	3	1	5	5	1
Training	2	3	1	4	1	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	184.68	206.46	161.64	198.10	177.70	217.81
Average number of days in final action	87.15	44.64	85.00	36.00	30.42	32.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	206.65	198.00	171.06	164.36	178.63	250.09
Average number of days in final action	74.27	71.67	112.17	28.00	17.00	17.90
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	138.00	212.14	139.00	276.83	176.43	182.30
Average number of days in final action	102.89	34.17	78.00	52.00	45.33	45.45
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	3	2	4	5	1	0
Average days pending prior to dismissal	104	57	56	10	842	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	3	0	0	1	2

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										2020Thru09-30	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		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/Perm Status	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	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
Perf. Eval./ 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	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
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	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	29	27	22	19	28	23
Total Complainants	28	27	21	19	28	23
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	26	27	21	18	27	23
Final Agency Action	0	0	1	1	1	0
Appeal with EEOC Office of Federal Operations	3	7	11	13	15	17
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru09-30
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0