

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

NRCS (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	42	32	20	26	40	26
Number of Complainants	40	31	20	25	40	26
Repeat Filers	2	1	0	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	2019Thru09-30
Race	23	12	10	10	13	9
Color	9	7	2	2	4	6
Religion	1	1	3	2	0	2
Reprisal	30	14	6	13	20	15
Sex	24	16	9	10	24	13
PDA	0	0	0	0	1	0

National Origin	6	4	2	5	5	4
Equal Pay Act	1	0	0	0	3	0
Age	23	9	3	6	12	8
Disability	11	10	5	8	12	9
Genetics	0	0	1	0	0	0
Non-EEO	3	6	2	2	6	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	1	0	0	4	0	2
Assignment of Duties	9	8	4	5	4	2
Awards	0	1	0	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	1	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	5	4	2	3	11	3
Suspension	1	2	0	2	4	2
Removal	0	1	0	1	2	0
Other	0	0	0	0	2	0
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	8	6	6	3	5	5
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	23	18	11	14	27	13

Sexual	6	1	1	0	3	1
Medical Examination	0	1	0	0	0	1
Pay including overtime	6	4	1	0	4	1
Promotion/Non-Selection	10	12	4	5	8	7
Reassignment						
Denied	2	2	0	0	3	2
Directed	4	4	0	0	0	7
Reasonable Accommodation Disability	4	5	3	3	5	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	2	10	1
Termination	2	1	2	2	4	0
Terms/Conditions of Employment	21	13	5	8	20	9
Time and Attendance	1	4	3	1	5	5
Training	4	2	3	1	4	1
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					2019Thru09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	223.32	184.68	206.46	161.64	198.10	177.70
Average number of days in final action	72.06	87.15	44.64	85.00	36.00	30.42
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	232.32	206.65	198.00	171.06	164.36	178.63
Average number of days in final action	6.00	74.27	71.67	112.17	28.00	17.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	211.47	138.00	212.14	139.00	276.83	176.43
Average number of days in final action	86.21	102.89	34.17	78.00	52.00	45.33
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	7	3	2	4	5	1
Average days pending prior to dismissal	127	104	57	56	10	842
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	3	3	0	0	1

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										2019Thru09- 30	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		0		0		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/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	1	100	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	1	100	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					2019Thru09-30
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	39	29	27	22	19	28
Total Complainants	38	28	27	21	19	28
Number complaints pending						
Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	34	26	27	21	18	27
Final Agency Action	3	0	0	1	1	1
Appeal with EEOC Office of Federal Operations	6	3	7	11	13	15
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	2	1	0	0	0	0