

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

NRCS (and below)

For 4th Quarter 2022 for period ending September 30, 2022

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2022Thru09-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Number of Complaints Filed | 26 | 40 | 26 | 17 | 21 | 14 |
| Number of Complainants | 25 | 40 | 26 | 17 | 20 | 14 |
| Repeat Filers | 1 | 0 | 0 | 0 | 1 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru09-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 10 | 13 | 9 | 8 | 7 | 4 |
| Color | 2 | 4 | 6 | 4 | 3 | 2 |
| Religion | 2 | 0 | 2 | 1 | 2 | 1 |
| Reprisal | 13 | 20 | 15 | 8 | 9 | 5 |
| Sex | 10 | 24 | 13 | 6 | 8 | 2 |
| PDA | 0 | 1 | 0 | 0 | 0 | 0 |
| National Origin | 5 | 5 | 4 | 2 | 3 | 2 |
| Equal Pay Act | 0 | 3 | 0 | 0 | 2 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Age | 6 | 12 | 8 | 7 | 5 | 3 |
| Disability | 8 | 12 | 9 | 10 | 9 | 5 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 2 | 6 | 3 | 3 | 2 | 1 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru09-30 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Appointment/Hire | 4 | 0 | 2 | 4 | 2 | 0 |
| Assignment of Duties | 5 | 4 | 2 | 4 | 1 | 0 |
| Awards | 0 | 1 | 0 | 0 | 0 | 0 |
| Conversion to Full Time/Perm Status | 0 | 1 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 3 | 11 | 3 | 1 | 0 | 0 |
| Suspension | 2 | 4 | 2 | 1 | 1 | 0 |
| Removal | 1 | 2 | 0 | 3 | 0 | 2 |
| Disciplinary Warning | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Disciplinary Actions | 0 | 2 | 0 | 2 | 0 | 1 |
| Other 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 3 | 5 | 5 | 6 | 1 | 2 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 14 | 27 | 13 | 9 | 2 | 4 |
| Sexual | 0 | 3 | 1 | 0 | 0 | 0 |
| Medical Examination | 0 | 0 | 1 | 0 | 0 | 0 |
| Pay including overtime | 0 | 4 | 1 | 0 | 0 | 0 |
| Promotion/Non-Selection | 5 | 8 | 7 | 3 | 5 | 1 |

| Reassignment | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Denied | 0 | 3 | 2 | 0 | 1 | 1 |
| Directed | 0 | 0 | 7 | 2 | 0 | 0 |
| Reasonable Accommodation Disability | 3 | 5 | 3 | 2 | 1 | 1 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 1 |
| Retirement | 1 | 0 | 0 | 0 | 1 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 2 | 10 | 1 | 0 | 1 | 0 |
| Termination | 2 | 4 | 0 | 0 | 4 | 3 |
| Terms/Conditions of Employment | 8 | 20 | 9 | 1 | 1 | 0 |
| Time and Attendance | 1 | 5 | 5 | 1 | 1 | 1 |
| Training | 1 | 4 | 1 | 0 | 0 | 0 |
| Other Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 4 |
| 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 | | | | | 2022Thru09-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 161.64 | 198.10 | 177.70 | 217.81 | 129.25 | 132.07 |
| Average number of days in final action | 85.00 | 36.00 | 30.42 | 32.33 | 33.68 | 45.59 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 171.06 | 164.36 | 178.63 | 250.09 | 117.80 | 137.50 |
| Average number of days in final action | 112.17 | 28.00 | 17.00 | 17.90 | 15.14 | 33.08 |

| | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------|----------|----------|----------|----------|----------------------|----------|
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 139.00 | 276.83 | 176.43 | 182.30 | 134.45 | 125.86 | | | | | | |
| Average number of days in final action | 78.00 | 52.00 | 45.33 | 45.45 | 57.27 | 63.67 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2022Thru09-30 | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | | | | | | | |
| Total Complaints Dismissed by Agency | 4 | 5 | 1 | 0 | 0 | 1 | | | | | | |
| Average days pending prior to dismissal | 56 | 10 | 842 | 0 | 0 | 16 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 0 | 0 | 1 | 2 | 1 | 0 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2022Thru09-30 | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | | | | | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 0 | 0 | 1 | 0 | 0 | | | | | | |
| Without Hearing | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | |
| With Hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2022Thru09-30 | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | | | | | | | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | 0 | 0 | 1 | 0 | 0 | | | | | | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Color | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

| | | | | | | | | | | | | |
|---------------------------------|---|---|---|---|---|---|---|-----|---|---|---|---|
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 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 |
| National Origin | 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 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| 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 | | | | | | | | | | | | |
| Race | 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 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 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 |
| National Origin | 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 |
| 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 |
| 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 Without Hearing | | | | | | | | | | | | |
| Race | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex | 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 |
| National Origin | 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 |
| Age | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| 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 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| | Previous Fiscal Year Data | | | | | 2022Thru09-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Pending Complaints Filed in Previous Fiscal Year by Status is not available at this time. | | | | | | |
| Total complaints from previous Fiscal Years | | | | | | |
| Total Complainants | | | | | | |
| Number complaints pending | | | | | | |
| Investigation | | | | | | |
| ROI issued, pending Complainant's action | | | | | | |
| Hearing | | | | | | |
| Final Agency Action | | | | | | |
| Appeal with EEOC Office of Federal Operations | | | | | | |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru09-30 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | | | | | | |