

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

NRCS (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	40	26	17	21	14	3
Number of Complainants	40	26	17	20	14	3
Repeat Filers	0	0	0	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru03-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	13	9	8	7	4	2
Color	4	6	4	3	2	1
Religion	0	2	1	2	1	1
Reprisal	20	15	8	9	5	2
Sex	24	13	6	8	2	1
PDA	1	0	0	0	0	0
National Origin	5	4	2	3	2	1
Equal Pay Act	3	0	0	2	0	1

Age	12	8	7	5	3	0
Disability	12	9	10	9	5	1
Genetics	0	0	0	0	0	0
Non-EEO	6	3	3	2	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Appointment/Hire	0	2	4	2	0	0
Assignment of Duties	4	2	4	1	0	0
Awards	1	0	0	0	0	0
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	11	3	1	0	0	0
Suspension	4	2	1	1	0	0
Removal	2	0	3	0	2	1
Disciplinary Warning	0	0	0	0	0	0
Other Disciplinary Actions	2	0	2	0	1	0
Other 2	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	5	5	6	1	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	27	13	9	2	4	1
Sexual	3	1	0	0	0	0
Medical Examination	0	1	0	0	0	0
Pay including overtime	4	1	0	0	0	0
Promotion/Non-Selection	8	7	3	5	1	2

Reassignment						
Denied	3	2	0	1	1	0
Directed	0	7	2	0	0	0
Reasonable Accommodation Disability	5	3	2	1	1	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	10	1	0	1	0	0
Termination	4	0	0	4	3	0
Terms/Conditions of Employment	20	9	1	1	0	0
Time and Attendance	5	5	1	1	1	0
Training	4	1	0	0	0	0
Other Terms/Conditions of Employment	0	0	0	0	4	0
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					2023Thru03-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	198.10	177.70	217.81	129.25	132.07	128.57
Average number of days in final action	36.00	30.42	32.33	33.68	45.59	33.64
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	164.36	178.63	250.09	117.80	137.50	179.00
Average number of days in final action	28.00	17.00	17.90	15.14	33.08	24.00

