

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

NRCS

For 4th Quarter 2008 for period ending September 30, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Number of Complaints Filed			58	58	58	40
Number of Complainants			50	56	53	33
Repeat Filers			2	2	4	7
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Race			26	29	27	13
Color			8	8	10	2
Religion			4	1	0	0
Reprisal			32	29	26	22
Sex			23	18	20	13

National Origin			7	9	2	3
Equal Pay Act			5	1	2	0
Age			21	21	18	9
Disability			11	6	10	7
Non-EEO			0	0	4	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	
Appointment/Hire			6	2	0	1
Assignment of Duties			16	6	8	5
Awards			0	0	2	1
Conversion to Full-time			0	0	0	0
Disciplinary Action						
Demotion			4	0	1	1
Reprimand			2	2	1	4
Suspension			0	0	1	1
Removal			0	0	0	0
Other			1	0	0	0
Duty Hours			0	0	0	0
Evaluation Appraisal			6	4	5	2
Examination/Test			0	0	0	1
Harassment						
Non-Sexual			15	13	20	17
Sexual			2	1	2	3

Medical Examination			0	0	0	0
Pay (Including Overtime)			0	0	1	0
Promotion/Non-Selection			18	24	21	7
Reassignment						
Denied			1	0	0	0
Directed			6	2	3	3
Reasonable Accommodation			2	1	4	3
Reinstatement			1	0	0	0
Retirement			1	0	0	0
Termination			5	4	3	1
Terms/Conditions of Employment			15	4	1	0
Time and Attendance			2	1	2	4
Training			4	2	0	3
Other			15	22	23	11
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Complaints pending during fiscal year						
Average number of days in investigation			198.55	186.17	203.76	171.79
Average number of days in final action			357.15	264.26	280.60	580.67
Complaint pending during fiscal year where hearing was						

requested												
Average number of days in investigation				216.39	190.82	196.31					167.52	
Average number of days in final action				127.67	90.00	33.85					221.29	
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation				187.46	180.48	209.00					174.22	
Average number of days in final action				426.00	503.88	547.92					809.36	
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-30	
	2003	2004	2005	2006	2007							
Total Complaints Dismissed by Agency				6	3	3					5	
Average days pending prior to dismissal				434	550	427					162	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants				5	2	4					3	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-30	
	2003	2004	2005	2006	2007							
	#	%	#	%	#	%	#	%	#	%	#	%

Total Number Findings					2		2		0		1	
Without Hearing					1	50	0	0	0	0	0	0
With Hearing					1	50	2	100	0	0	1	100
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings					2		1		0		1	
Race					0	0	0	0	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					1	50	0	0	0	0	1	100
Sex					2	100	0	0	0	0	1	100
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					1	50	1	100	0	0	1	100
Disability					1	50	0	0	0	0	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings After Hearing					1		1		0		1	

Race					0	0	0	0	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					1	100	0	0	0	0	1	100
Sex					1	100	0	0	0	0	1	100
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	1	100	0	0	1	100
Disability					0	0	0	0	0	0	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings Without Hearing					0		0		0		0	
Race					0	0	0	0	0	0	0	0
Color					0	0	0	0	0	0	0	0
Religion					0	0	0	0	0	0	0	0
Reprisal					0	0	0	0	0	0	0	0
Sex					0	0	0	0	0	0	0	0
National Origin					0	0	0	0	0	0	0	0
Equal Pay Act					0	0	0	0	0	0	0	0
Age					0	0	0	0	0	0	0	0
Disability					0	0	0	0	0	0	0	0
Non-EEO					0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by	Comparative Data											
	Previous Fiscal Year Data										2008Thru09-	

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

Other					0	0	0	0	0	0	0	0
Duty Hours					0	0	0	0	0	0	0	0
Evaluation Appraisal					0	0	0	0	0	0	0	0
Examination/Test					0	0	0	0	0	0	0	0
Harassment												
Non-Sexual					1	100	0	0	0	0	1	100
Sexual					0	0	0	0	0	0	0	0
Medical Examination					0	0	0	0	0	0	0	0
Pay (Including Overtime)					0	0	1	100	0	0	1	100
Promotion/Non-Selection					0	0	0	0	0	0	0	0
Reassignment												
Denied					0	0	0	0	0	0	0	0
Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	0	0	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					0	0	0	0	0	0	1	100

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

Directed					0	0	0	0	0	0	0	0
Reasonable Accommodation					0	0	0	0	0	0	0	0
Reinstatement					0	0	0	0	0	0	0	0
Retirement					0	0	0	0	0	0	0	0
Termination					0	0	0	0	0	0	0	0
Terms/Conditions of Employment					0	0	0	0	0	0	0	0
Time and Attendance					0	0	0	0	0	0	0	0
Training					0	0	0	0	0	0	0	0
Other - User Defined					0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2008Thru09-30						
	2003	2004	2005	2006	2007							
Total complaints from previous Fiscal Years			91	97	104	109						
Total Complainants			52	70	87	92						
Number complaints pending												
Investigation			2	2	0	3						
ROI issued, pending Complainant's action			0	0	1	0						
Hearing			2	2	0	3						
Final Agency Action			23	32	36	22						
Appeal with EEOC Office of Federal Operations			0	1	3	3						
Complaint	Comparative Data											

	Previous Fiscal Year Data					2008Thru09-30
	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames			2	6	6	13