

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

NRCS

For 4th Quarter 2009 for period ending September 30, 2009

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Number of Complaints Filed		58	58	58	42	45
Number of Complainants		50	56	53	33	43
Repeat Filers		2	2	4	8	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	
Race		26	29	27	16	15
Color		8	8	10	4	5
Religion		4	1	0	0	1
Reprisal		32	29	26	24	25

National Origin		7	9	2	3	4
Equal Pay Act		5	1	2	0	0
Age		21	21	18	9	17
Disability		11	6	10	8	6
Non-EEO		0	0	4	2	3
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	
Appointment/Hire		6	2	0	1	0
Assignment of Duties		16	6	8	5	6
Awards		0	0	2	1	1
Conversion to Full-time		0	0	0	0	0
Disciplinary Action						
Demotion		4	0	1	1	0
Reprimand		2	2	1	4	2
Suspension		0	0	1	1	1
Removal		0	0	0	0	0
Other		1	0	0	0	0
Duty Hours		0	0	0	0	0
Evaluation Appraisal		6	4	5	2	7
Examination/Test		0	0	0	1	0
Harassment						
Non-Sexual		15	13	20	17	19
Sexual		2	1	2	4	0

Medical Examination		0	0	0	0	0
Pay (Including Overtime)		0	0	1	0	0
Promotion/Non-Selection		18	24	21	8	15
Reassignment						
Denied		1	0	0	0	0
Directed		6	2	3	3	10
Reasonable Accommodation		2	1	4	4	1
Reinstatement		1	0	0	0	0
Retirement		1	0	0	0	0
Termination		5	4	3	1	5
Terms/Conditions of Employment		15	4	1	0	0
Time and Attendance		2	1	2	5	2
Training		4	2	0	3	1
Other		15	22	23	12	10
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru09-30
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation		198.55	186.17	203.76	122.03	131.22
Average number of days in final action		357.15	264.26	280.60	631.11	586.59
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation		216.39	190.82	196.31	48.92	0

Average number of days in final action		127.67	90.00	33.85	212.58	238.91						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation		187.46	180.48	209.00	173.65	194.71						
Average number of days in final action		426.00	503.88	547.92	832.00	714.07						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2009Thru09-30						
	2004	2005	2006	2007	2008							
Total Complaints Dismissed by Agency		6	3	3	6	0						
Average days pending prior to dismissal		434	550	427	286	0						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants		0	5	2	4	4	1					
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-30	
	2004	2005	2006	2007	2008							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		2	2	0	1	1						
Without Hearing		1	50	0	0	0	0	0	0	1	100	
With Hearing		1	50	2	100	0	0	1	100	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2009Thru09-	

Training			0	0	0	0	0	0	0	0	0
Other - User Defined			0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data										
	Previous Fiscal Year Data					2009Thru09-30					
	2004	2005	2006	2007	2008						
Total complaints from previous Fiscal Years			91	97	104	107	78				
Total Complainants			52	70	87	90	62				
Number complaints pending											
Investigation			2	2	0	0	3				
ROI issued, pending Complainant's action			0	0	1	0	0				
Hearing			2	2	0	20	21				
Final Agency Action			23	32	36	16	3				
Appeal with EEOC Office of Federal Operations			0	1	3	3	3				
Complaint Investigations	Comparative Data										
	Previous Fiscal Year Data					2009Thru09-30					
	2004	2005	2006	2007	2008						
Pending Complaints Where Investigations Exceed Required Time Frames			2	6	6	6	11				