

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

## NRCS (and below)

For 3rd Quarter 2023 for period ending June 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	40	26	17	21	14	11
Number of Complainants	40	26	17	20	14	11
Repeat Filers	0	0	0	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	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	5
Color	4	6	4	3	2	1
Religion	0	2	1	2	1	2
Reprisal	20	15	8	9	5	5
Sex	24	13	6	8	2	4
PDA	1	0	0	0	0	0
National Origin	5	4	2	3	2	3
Equal Pay Act	3	0	0	2	0	1

Age	12	8	7	5	3	2
Disability	12	9	10	9	5	7
Genetics	0	0	0	0	0	0
Non-EEO	6	3	3	2	1	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
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
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0
Reprimand	11	3	1	0	0	0
Suspension	4	2	1	1	0	1
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	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	27	13	9	2	4	4
Sexual	3	1	0	0	0	1
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	4

<b>Reassignment</b>						
Denied	3	2	0	1	1	0
Directed	0	7	2	0	0	0
Reasonable Accommodation Disability	5	3	2	1	1	3
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	1
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	1
Other Terms/Conditions of Employment	0	0	0	0	4	1
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru06-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	198.10	177.70	217.81	129.25	132.07	143.00
Average number of days in final action	36.00	30.42	32.33	33.68	45.59	36.40
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	164.36	178.63	250.09	117.80	137.50	211.50
Average number of days in final action	28.00	17.00	17.90	15.14	33.08	18.50





