

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

NRCS (and below)

For 2nd Quarter 2021 for period ending March 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	20	26	40	26	17	10
Number of Complainants	20	25	40	26	17	10
Repeat Filers	0	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	10	10	13	9	8	4
Color	2	2	4	6	4	3
Religion	3	2	0	2	1	1
Reprisal	6	13	20	15	8	5
Sex	9	10	24	13	6	4
PDA	0	0	1	0	0	0

National Origin	2	5	5	4	2	2
Equal Pay Act	0	0	3	0	0	1
Age	3	6	12	8	7	2
Disability	5	8	12	9	10	4
Genetics	1	0	0	0	0	0
Non-EEO	2	2	6	3	3	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	0	4	0	2	4	1
Assignment of Duties	4	5	4	2	4	0
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status	0	0	1	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	3	11	3	1	0
Suspension	0	2	4	2	1	0
Removal	0	1	2	0	3	0
Other	0	0	2	0	2	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	6	3	5	5	6	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	11	14	27	13	9	0

Sexual	1	0	3	1	0	0
Medical Examination	0	0	0	1	0	0
Pay including overtime	1	0	4	1	0	0
Promotion/Non-Selection	4	5	8	7	3	3
Reassignment						
Denied	0	0	3	2	0	1
Directed	0	0	0	7	2	0
Reasonable Accommodation Disability	3	3	5	3	2	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	10	1	0	0
Termination	2	2	4	0	0	2
Terms/Conditions of Employment	5	8	20	9	1	0
Time and Attendance	3	1	5	5	1	1
Training	3	1	4	1	0	0
Other						
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					2021Thru03-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	206.46	161.64	198.10	177.70	217.81	136.56
Average number of days in final action	44.64	85.00	36.00	30.42	32.33	44.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	198.00	171.06	164.36	178.63	250.09	117.67
Average number of days in final action	71.67	112.17	28.00	17.00	17.90	25.75
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	212.14	139.00	276.83	176.43	182.30	146.00
Average number of days in final action	34.17	78.00	52.00	45.33	45.45	63.25
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	2	4	5	1	0	0
Average days pending prior to dismissal	57	56	10	842	0	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	0	0	1	2	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021Thru03- 31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	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					2021Thru03-31
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	27	22	19	28	23	22
Total Complainants	27	21	19	28	23	22
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	27	21	18	27	23	22
Final Agency Action	0	1	1	1	0	0
Appeal with EEOC Office of Federal Operations	7	11	13	15	17	22
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru03-31
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0