

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

NRCS (and below)

For 2nd Quarter 2015 for period ending March 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	26	29	40	43	42	12
Number of Complainants	25	29	40	42	40	11
Repeat Filers	1	0	0	1	2	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	11	15	21	20	23	6
Color	1	2	8	8	9	3
Religion	0	0	2	2	1	0
Reprisal	13	16	18	20	30	6
Sex	8	10	21	16	24	7
PDA	0	0	0	0	0	0
National Origin	4	2	6	7	6	3

Equal Pay Act	0	0	0	1	1	0
Age	11	16	17	14	23	2
Disability	5	5	8	13	11	4
Genetics	0	0	0	0	0	0
Non-EEO	1	1	3	1	3	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Appointment/Hire	0	3	0	2	1	0
Assignment of Duties	3	1	8	14	9	3
Awards	0	0	3	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	0	2	2	2	5	1
Suspension	1	2	2	1	1	2
Removal	0	0	0	0	0	0
Other	0	1	1	0	7	0
Duty Hours	0	0	0	4	1	0
Evaluation Appraisal	3	3	7	8	8	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	10	25	23	23	5
Sexual	1	1	0	3	6	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	4	6	3

Promotion/Non-Selection	8	5	12	13	10	4
Reassignment						
Denied	0	0	0	3	2	0
Directed	1	2	5	4	4	3
Reasonable Accommodation	2	1	4	7	4	2
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	1	1
Termination	2	5	1	5	2	0
Terms/Conditions of Employment	0	4	6	19	21	3
Time and Attendance	0	0	3	6	1	1
Training	0	1	4	8	4	0
Other	5	5	11	1	2	5
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	297.73	301.32	189.23	214.53	223.32	201.85
Average number of days in final action	273.12	264.88	267.92	76.67	72.06	76.83
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	373.20	441.40	184.06	206.05	232.32	225.44
Average number of days in final action	0	939.00	239.80	162.00	6.00	78.80
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	279.76	223.50	200.88	237.88	211.47	148.75
Average number of days in final action	273.12	175.00	288.00	34.00	86.21	67.00

National Origin	0	0	0	0	0	0	1	50	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	1	100	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	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										2015Thru03- 31	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		2		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	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
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	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	1	50	0	0	0	0
Sexual	0	0	0	0	0	0	1	50	0	0	0	0
Medical Examination	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
Evaluation 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	1	50	0	0	0	0
Sexual	0	0	0	0	0	0	1	50	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
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	100	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years	16	16	22	35	39	56
Total Complainants	15	15	21	34	38	52
Number complaints pending						

Investigation	1	1	1	1	1	3
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	10	10	18	27	34	47
Final Agency Action	5	4	1	4	3	2
Appeal with EEOC Office of Federal Operations	3	4	4	5	6	6
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	9	2	2	4	2	1