

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

NRCS (and below)

For 4th Quarter 2015 for period ending September 30, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Number of Complaints Filed	26	29	40	43	42	32
Number of Complainants	25	29	40	42	40	31
Repeat Filers	1	0	0	1	2	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	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	16	21	20	23	11
Color	1	2	8	8	9	5
Religion	0	0	2	2	1	1
Reprisal	13	17	18	20	30	13
Sex	8	10	21	16	24	13
PDA	0	0	0	0	0	0

National Origin	4	2	6	7	6	4
Equal Pay Act	0	0	0	1	1	0
Age	11	16	17	14	23	9
Disability	5	5	8	13	11	9
Genetics	0	0	0	0	0	0
Non-EEO	1	1	3	1	3	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
<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	7
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	4
Suspension	1	2	2	1	1	2
Removal	0	0	0	0	0	1
Other	0	1	1	0	7	2
Duty Hours	0	0	0	4	1	0
Evaluation Appraisal	3	3	7	8	8	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	6	11	25	23	23	16

Sexual	1	1	0	3	6	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	4	6	4
Promotion/Non-Selection	8	5	12	13	10	11
Reassignment						
Denied	0	0	0	3	2	1
Directed	1	2	5	4	4	4
Reasonable Accommodation	2	1	4	7	4	5
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	1	0
Termination	2	5	1	5	2	1
Terms/Conditions of Employment	0	4	6	19	21	8
Time and Attendance	0	0	3	6	1	2
Training	0	1	4	8	4	2
Other	5	5	11	1	2	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	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	184.68
Average number of days in final action	273.12	264.88	267.92	76.67	72.06	87.89
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	206.65
Average number of days in final action	0	939.00	239.80	162.00	6.00	74.18

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		1		2		0		0	
Race	0	0	1	100	1	100	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	50	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
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										2015Thru09-30	
	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
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	1	100	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

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					2015Thru09-30						
	2010	2011	2012	2013	2014							
Total complaints from previous Fiscal Years	16	16	22	35	39	30						
Total Complainants	15	15	21	34	38	29						
Number complaints pending												
Investigation	1	1	1	1	1	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	10	10	18	27	34	26						
Final Agency Action	5	4	1	4	3	0						
Appeal with EEOC Office of	3	4	4	5	6	3						

Federal Operations						
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-30
	2010	2011	2012	2013	2014	
Pending Complaints Where Investigations Exceed Required Time Frames	9	2	2	4	2	1