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

NRCS (and below)

For 1st Quarter 2017 for period ending December 31, 2016

	Comparative Da											
Complaint Activity	Pr	evious	ata	2017Thru12-31								
	2012	2013	2014	2015	2016	201/1nru12-31						
Number of Complaints Filed	40	43	42	32	20	7						
Number of Complainants	40	42	40	31	20	7						
Repeat Filers	0	1	2	1	0	0						

Complaints by Pasis			Com	parati	ve Dat	a
Complaints by Basis	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru12- 31
Race	21	20	23	12	10	4
Color	8	8	9	7	2	1
Religion	2	2	1	1	3	0
Reprisal	18	20	30	14	6	5
Sex	21	16	24	16	9	3
PDA	0	0	0	0	0	0
National Origin	6	7	6	4	2	1

Equal Pay Act	0	1	1	0	0	0
Age	17	14	23	9	3	2
Disability	8	13	11	10	5	0
Genetics	0	0	0	0	1	0
Non-EEO	3	1	3	6	2	1
Constituted to			Com	parati	ve Data	a
Complaints by Issue	Pre	vious]	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	2017Thru12- 31
Appointment/Hire	0	2	1	0	0	2
Assignment of Duties	8	14	9	8	4	2
Awards	3	1	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	2	2	5	4	2	1
Suspension	2	1	1	2	0	1
Removal	0	0	0	1	0	0
Other	0	0	0	0	0	0
Duty Hours	0	4	1	0	0	0
Perf. Eval./ Appraisal	7	8	8	6	6	0
Examination/Test	0	0	0	0	0	0
Harassment		-	-	-		
Non-Sexual	25	23	23	18	11	4
Sexual	0	3	6	1	1	0
Medical Examination	0	0	0	1	0	0
Pay including overtime	1	4	6	4	1	0

	0	3	2	2	0	0
	5	4	4	4	0	0
	4	7	4	5	3	0
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	1	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	2
	1	5	2	1	2	0
ment	6	19	21	13	5	3
	3	6	1	4	3	0
	4	8	4	2	3	1
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0
	0	0	0	0	0	0
		Con	npara	ative	Data	·
H	Previous	Fiscal	Year	Data	a	2017Thru12-
2012	2013	2014	20)15	2016	31
iscal year	•					1
189.23	214.53	223.32	2 184	4.68	206.46	169.83
rage number of in final action 267.92				7.15	44.64	92.00
	ment 2012 iscal year 189.23 267.92	5	5	5	5	5

184.0	06	200	6.0	5 2	32.	32 2	06.	65	198	3.00	18	82.00			
239.8	80	162	2.0	0	6.0	0	74.2	27	71	.67	9	92.00			
cal ye	ear	whe	where hearing was not requested												
200.8	88	23'	7.8	8 2	11.	47 1	38.	00	212	2.14	10	63.50			
288.0	00	34	.00) [8	36.2	21 1	02.	89	34	.17		0			
				Comparative Data											
genc	y	1	Pre	viou	ıs F	iscal	Ye	ar I	Data	a	2017	Thru12-			
		20	12	201	13	2014	2	015	20	16		31			
by		3		4	4 7			3		2		0			
0		90	96		3	127	1	104	5	57		0			
aints	W	ithd	rav	wn k	y (Comp	lai	nan	ts		ı				
by		0 1 2				2		3		3	0				
						Com	paı	ativ	e D	ata					
ns		Pı	ev	ious	Fi	scal Y	<i>Y</i> ea	r Da	ata		2017	Thru12-			
	20)13	2	2014	2	015	20)16	1	31			
	#	% #		%	#	%	#	%	#	%	#	%			
		0			1		0		0		0				
	0		U		1		и		11		11				
	0	0	0	0	0	0	0	0	0	0	0	0			
	239.8 cal ye 200.8 288.0 agenc	200.88 288.00 Agency by by 188 200.88	239.80 162 cal year whee 200.88 232 288.00 34 299 201 201 201 201 201 201 201 201 201 201	239.80 162.00 162.00 200.88 237.80 288.00 34.00 2012 201	239.80 162.00 cal year where hear 200.88 237.88 2 288.00 34.00 8 2012 2012 2013 2012 2013 2012 2013 2012 2013 2012 2013 2012 2013 2012 2013 2013 2012 2013 2012 2013 2012 2013 2012 2013 2013 2012 2012 201	239.80 162.00 6.0 cal year where hearing 200.88 237.88 211. 288.00 34.00 86.2 2012 2013 2013 2014 2015 aints Withdrawn by 0 0 1 Previous Figure 1 1 1 as Previous Figure 2012 2013 2012 2013 2015	239.80 162.00 6.00 7 cal year where hearing was 200.88 237.88 211.47 1 288.00 34.00 86.21 1 Contagency Previous Fiscal 2012 2013 2014 2012 2013 127 aints Withdrawn by Computes by 0 1 2 Computes Fiscal Years 127 Computes Fiscal Years	239.80 162.00 6.00 74.2 cal year where hearing was not 200.88 237.88 211.47 138. 288.00 34.00 86.21 102. Company 2012 2013 2014	239.80 162.00 6.00 74.27 cal year where hearing was not required a second part of the second part o	239.80 162.00 6.00 74.27 71	239.80 162.00 6.00 74.27 71.67 cal year where hearing was not requested 200.88 237.88 211.47 138.00 212.14 288.00 34.00 86.21 102.89 34.17 Comparative Data 2012 2013 2014 2015 2016 2013 2014 2015 2016 2014 2015 2016 2015 2016 Comparative Data 2016 2017 2018 2017 2018 3 Comparative Data 2018 2018 2018 Comparative Data Previous Fiscal Year Data 2019 2010 2010 2010 2010 2010 2011 2010 2012 2013 2014 2015 2016 2016 2016 2016 2017 2018 2018 2018 2019 2010 2010 20	239.80 162.00 6.00 74.27 71.67 9 cal year where hearing was not requested 200.88 237.88 211.47 138.00 212.14 16 288.00 34.00 86.21 102.89 34.17 Comparative Data 2012 2013 2014 2015 2016 2013 2014 2015 2016 2014 2015 2016 2015 2016 2016 2016 2017 2016 2016 2017 2018 2018 2018 Comparative Data 2017 2018 2018 2018 Comparative Data 18 Previous Fiscal Year Data 2017 2018 2018 2016			

Findings of Discrimination					(Comp	ara	tive	Da	ıta		
Rendered by Basis		Pr	evi	ous	Fis	cal Y	ear	Dat	ta		2017	Thru12-
Note: Complaints can be filed	2	012	20)13	2	014	20)15	20)16	-	31
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		0		0	
Race	1	100	0	0	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	1	100	0	0	0	0	0	0
Sex	0	0	1	50	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	1	100	0	0	0	0	0	0
Disability	0	0	1	50	0	0	0	0	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
	•											1
Findings After Hearing	0		0		1		0		0		0	
Race	0	0	0	0	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	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	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 Without Hearing	1		2		0		0		0		0	
Race	1	100	0	0	0	0	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	1	50	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0
Disability	0	0	1	50	0	0	0	0	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
					(Comp	ara	ative	e D	ata		
Findings of Discrimination		Pr	evi	ous	Fis	cal Y	ear	Da	ta		2017	Thru12
Rendered by Issue	20	012	20	13	20	014	20	15	20	16		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		2		1		0		0		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

0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	1	100	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
											1
0	0	1	50	0	0	0	0	0	0	0	0
0	0	1	50	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	1	100	0	0	0	0	0	0
											•
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	1	50	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
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Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		1		0		0		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	1	100	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	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation		U		U		U	U	U		0		
Disability Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define											-	
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		2		0		0		0		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	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	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	1	50	0	0	0	0	0	0	0	0
Sexual	0	0	1	50	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
Reassignment			•									
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	50	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	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
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	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 Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
			1	1	1		1		1		1	I

User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	
						Con	ıpa	rati	ve	Dat	a		
Pending Complaints Filed in Previous Fiscal Years by Status	S		Pre	vio	ıs l	Fiscal	Ye	ar D	at	a	2017Thru12		
·		20	12	20	13	2014	20	015	20	016		31	
Total complaints from previous Fiscal Years		2	2	3:	5	39		29		27		39	
Total Complainants		2	1	34	4	38		28	2	27		38	
Number complaints pending													
Investigation			1	1		1		0		0		3	
ROI issued, pending Complainant's action		()	C)	0		0		0		1	
Hearing		1	8	2'	7	34	4	26	2	27		29	
Final Agency Action			1	4	L	3		0		0		7	
Appeal with EEOC Office of Federal Operations		2	1	5	i	6		3		7		8	
						Con	ıpa	rati	ve	Dat	a		
Complaint Investigations			Pre	vio	us l	Fiscal	Ye	ar D	at	a	2017	Thru12-	
		20	12	20	13	2014	20	015	20	016		31	
Pending Complaints Where Investigations Exceed Required Tin Frames	me		2	4	Ļ	2		1		0		0	