

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

NRCS (and below)

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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
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 Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
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
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2012	2013	2014	2015	2016	
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

Promotion/Non-Selection	12	13	10	12	4	1
Reassignment						
Denied	0	3	2	2	0	0
Directed	5	4	4	4	0	0
Reasonable Accommodation Disability	4	7	4	5	3	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	2
Termination	1	5	2	1	2	0
Terms/Conditions of Employment	6	19	21	13	5	3
Time and Attendance	3	6	1	4	3	0
Training	4	8	4	2	3	1
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					2017Thru12-31
	2012	2013	2014	2015	2016	
Complaints pending during fiscal year						
Average number of days in investigation	189.23	214.53	223.32	184.68	206.46	169.83
Average number of days in final action	267.92	76.67	72.06	87.15	44.64	92.00
Complaint pending during fiscal year where hearing was requested						

Average number of days in investigation	184.06	206.05	232.32	206.65	198.00	182.00					
Average number of days in final action	239.80	162.00	6.00	74.27	71.67	92.00					
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation	200.88	237.88	211.47	138.00	212.14	163.50					
Average number of days in final action	288.00	34.00	86.21	102.89	34.17	0					
Complaints Dismissed by Agency	Comparative Data										
	Previous Fiscal Year Data										2017Thru12-31
	2012	2013	2014	2015	2016						
Total Complaints Dismissed by Agency	3	4	7	3	2						0
Average days pending prior to dismissal	96	53	127	104	57						0
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	0	1	2	3	3						0
Total Final Agency Actions Finding Discrimination	Comparative Data										
	Previous Fiscal Year Data										2017Thru12-31
	2012	2013	2014	2015	2016						
	#	%	#	%	#	%	#	%	#	%	#
Total Number Findings	0	0	1	0	0	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	1	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru12- 31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
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
Disciplinary Action												

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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
Total complaints from previous Fiscal Years	22	35	39	29	27							39
Total Complainants	21	34	38	28	27							38
Number complaints pending												
Investigation	1	1	1	0	0							3
ROI issued, pending Complainant's action	0	0	0	0	0							1
Hearing	18	27	34	26	27							29
Final Agency Action	1	4	3	0	0							7
Appeal with EEOC Office of Federal Operations	4	5	6	3	7							8
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012	2013	2014	2015	2016							
Pending Complaints Where Investigations Exceed Required Time Frames	2	4	2	1	0							0