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

## NRCS (and below)

				Co	mpa	rative	Data	l
<b>Complaint Activity</b>		Previo	ous Fi	scal `	Yea	r Data		2020Thun00 20
	201	5 20	16 2	2017	20	18 2	019	2020Thru09-30
Number of Complaints Filed	32	2	0	26	4	0	26	17
Number of Complainants	31	2	0	25	4	0	26	17
Repeat Filers	1	(	)	1	(	0	0	0
				(	Com	ve Da	ata	
Complaints by Basis		Pr	eviou	s Fis	cal Y	Year I	Data	
Note: Complaints can be filed alleging multiple bases. The su of the bases may not equal tota complaints filed.		2015	201	6 20	)17	2018	201	9 2020Thru09- 30
Race		12	10	1	0	13	9	8
Color		7	2		2	4	6	4
Religion		1	3		2	0	2	1
Reprisal		14	6	1	3	20	15	8
Sex		16	9	1	0	24	13	6
PDA		0	0		0	1	0	0

For 4th Quarter 2020 for period ending September 30, 2020

National Origin	4	2	5	5	4	2
Equal Pay Act	0	0	0	3	0	0
Age	9	3	6	12	8	7
Disability	10	5	8	12	9	10
Genetics	0	1	0	0	0	0
Non-EEO	6	2	2	6	3	3
					_	

			Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal	Year D	ata	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Appointment/Hire	0	0	4	0	2	4
Assignment of Duties	8	4	5	4	2	4
Awards	1	0	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	4	2	3	11	3	1
Suspension	2	0	2	4	2	1
Removal	1	0	1	2	0	3
Other	0	0	0	2	0	2
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	6	6	3	5	5	6
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	18	11	14	27	13	9

Sexual	1	1	0	3	1	0
Medical Examination	1	0	0	0	1	0
Pay including overtime	4	1	0	4	1	0
Promotion/Non-Selection	12	4	5	8	7	3
Reassignment						
Denied	2	0	0	3	2	0
Directed	4	0	0	0	7	2
Reasonable Accommodation Disability	5	3	3	5	3	2
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	2	10	1	0
Termination	1	2	2	4	0	0
Terms/Conditions of Employment	13	5	8	20	9	1
Time and Attendance	4	3	1	5	5	1
Training	2	3	1	4	1	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

				С	omp	ar	ative I	Data	
<b>Processing Time</b>		Previo	us	Fisc	al Y	ear	· Data		2020Thru09
	2015	2016	,	201	17	2	018	2019	30
Complaints pending durin	g fiscal y	ear							
Average number of days in investigation	184.68	206.4	6	161	.64	19	98.10	177.70	217.81
Average number of days in final action	87.15	44.64	1	85.	00	3	6.00	30.42	32.33
Complaint pending during	fiscal ye	ar when	re l	heari	ng w	vas	reques	sted	1
Average number of days in investigation	206.65	198.0	0	171	.06	16	54.36	178.63	250.09
Average number of days in final action	74.27	71.67	7	112	.17	2	8.00	17.00	17.90
Complaint pending during	fiscal ye	ar when	re l	heari	ng w	vas	not ree	quested	1
Average number of days in investigation	138.00	212.1	4	139	.00	27	6.83	176.43	182.30
Average number of days in final action	102.89	34.17	7	78.	00	5	2.00	45.33	45.45
					С	om	parati	ive Data	
Complaints Dismisse Agency	d by	Pre	evi	ous l	Fisca	al Y	lear D	ata	2020Thru09
0 V		2015	2	016	201	17	2018	2019	30
Total Complaints Dismiss Agency	ed by	3		2	4		5	1	0
Average days pending prid dismissal	or to	104		57	56	5	10	842	0
Com	plaints <b>V</b>	Withdr	av	vn by	v Co	mp	olainaı	nts	
Total Complaints Withdra Complainants	wn by	3		3	0		0	1	2

					0	Comp	para	ative	e Da	ta		
Total Final Agency Actions		Pı	revi	ous	Fisc	cal Y	'ear	· Dat	ta		2020	Thru09-
Finding Discrimination	20	15	20	16	20	17	20	18	20	19		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
Without Hearing	0	0	0	0	0	0	0	0	0	0	1	100
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination					(	Comj	par	ative	e Da	ata		
Rendered by Basis		Р	rev	ious	Fis	cal Y	lea	r Da	ta		2020	) Thru09
Note: Complaints can be filed	20	)15	20	)16	20	017	20	018	2	019		30
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
Race	0	0	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	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	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
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 After Hearing	0		0		0		0		0		0	
Race	0	0	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	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	0	0	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
<b>Findings Without Hearing</b>	0		0		0		0		0		1	
Race	0	0	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	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	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
						0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Com	par	ative	e Da	nta		
Findings of Discrimination		Р	rev	ious	Fis	cal Y	ea	r Da	ta		2020	Thru09-
Rendered by Issue	20	)15	2(	)16	20	)17	20	)18	20	)19		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		1	
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		<u>.</u>		-		<u>.</u>	-	<u>.</u>				-
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

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	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	1	100
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
									1			1
Findings After Hearing	0		0		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

Demotion	0	0	0	0	0	0	0	0	0	0	0	Δ
	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
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	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	0		0		0		0		0		1	
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	1				1		1	1	1		1	1
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
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	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	1	100
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

Pending Complaints Filed in Previous Fiscal Years by Status	<b>Comparative Data</b>					
	Previous Fiscal Year Data					2020Thru09-
	2015	2016	2017	2018	2019	30
Total complaints from previous Fiscal Years	29	27	22	19	28	23
Total Complainants	28	27	21	19	28	23
Number complaints pending		-	-	-		
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	26	27	21	18	27	23
Final Agency Action	0	0	1	1	1	0
Appeal with EEOC Office of Federal Operations	3	7	11	13	15	17
<b>Complaint Investigations</b>	Comparative Data					
	Pr	evious	2020Thru09-			
	2015	2016	2017	2018	2019	30
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0