

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

## NRCS (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	32	20	26	40	26	17
Number of Complainants	31	20	25	40	26	17
Repeat Filers	1	0	1	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	12	10	10	13	9	8
Color	7	2	2	4	6	4
Religion	1	3	2	0	2	1
Reprisal	14	6	13	20	15	8
Sex	16	9	10	24	13	6
PDA	0	0	0	1	0	0

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
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
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
<b>Disciplinary Action</b>						
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
<b>Harassment</b>						
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
<b>Reassignment</b>						
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
<b>Other</b>						
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					2020Thru06-30
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	184.68	206.46	161.64	198.10	177.70	217.81
Average number of days in final action	87.15	44.64	85.00	36.00	30.42	32.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	206.65	198.00	171.06	164.36	178.63	250.09
Average number of days in final action	74.27	71.67	112.17	28.00	17.00	17.90
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	138.00	212.14	139.00	276.83	176.43	182.30
Average number of days in final action	102.89	34.17	78.00	52.00	45.33	45.45
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	3	2	4	5	1	0
Average days pending prior to dismissal	104	57	56	10	842	0
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	3	3	0	0	1	2





Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2020Thru06-30</b>	
	<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
<b>Total Number Findings</b>	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
<b>Disciplinary Action</b>												
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
<b>Harassment</b>												
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











<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total complaints from previous Fiscal Years	29	27	22	19	28	23
Total Complainants	28	27	21	19	28	23
<b>Number complaints pending</b>						
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>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2020Thru06-30</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	0