

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

NRCS (Includes Sub-Level Offices)

For 1st Quarter 2024 for period ending December 31, 2023

Notes:  
 Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.  
 Starting in FY2022, issues marked with:  
 \* are reported under Other Terms / Conditions of Employment.  
 \*\* are reported under Other Disciplinary Actions.  
 Reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated.

| Part 1 Complaint Activity  |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 (thru 12-31) |
| Number of Complaints Filed | 26      | 17      | 21      | 14      | 12      | 9                    |
| Number of Complainants     | 26      | 17      | 20      | 14      | 12      | 9                    |
| Repeat Filers              | 0       | 0       | 1       | 0       | 0       | 0                    |

| Part 2 Complaints by Basis |         |         |         |         |         |                      |
|----------------------------|---------|---------|---------|---------|---------|----------------------|
|                            | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 (thru 12-31) |
| Race                       | 9       | 8       | 7       | 4       | 4       | 2                    |
| Color                      | 6       | 4       | 3       | 2       | 1       | 0                    |
| Religion                   | 2       | 1       | 2       | 1       | 1       | 1                    |
| Reprisal                   | 15      | 8       | 9       | 5       | 6       | 5                    |
| Sex                        | 13      | 6       | 8       | 2       | 4       | 1                    |
| PDA                        | 0       | 0       | 0       | 0       | 0       | 0                    |
| National Origin            | 4       | 2       | 3       | 2       | 2       | 0                    |
| Equal Pay Act              | 0       | 0       | 2       | 0       | 1       | 0                    |
| Age                        | 8       | 7       | 5       | 3       | 4       | 2                    |
| Disability                 | 9       | 10      | 9       | 5       | 8       | 2                    |
| Genetics                   | 0       | 0       | 0       | 0       | 0       | 0                    |
| Non-EEO                    | 3       | 3       | 2       | 1       | 1       | 0                    |

| Part 3 Complaints By Issue                        |         |         |         |         |         |                      |
|---|---------|---------|---------|---------|---------|----------------------|
|   | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 (thru 12-31) |
| Appointment/Hire                                  | 2       | 4       | 2       | 0       | 0       | 0                    |
| Assignment of Duties*                             | 2       | 4       | 1       | 0       | 0       | 0                    |
| Awards  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Conversion to Full Time/Perm Status*              | 0       | 0       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Demotion                     | 0       | 0       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Reprimand**                  | 3       | 1       | 0       | 0       | 0       | 0                    |
| Disciplinary Action: Suspension                   | 2       | 1       | 1       | 0       | 2       | 0                    |
| Disciplinary Action: Removal                      | 0       | 3       | 0       | 2       | 1       | 0                    |
| Disciplinary Action: Other Disciplinary Actions** | 0       | 0       | 0       | 0       | 2       | 1                    |
| Disciplinary Action: Other 2**                    | 0       | 0       | 0       | 0       | 0       | 0                    |
| Duty Hours*                                       | 0       | 0       | 0       | 0       | 0       | 0                    |
| Perf. Eval./ Appraisal                            | 5       | 6       | 1       | 2       | 2       | 2                    |
| Examination/Test                                  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Harassment: Non-Sexual                            | 13      | 9       | 2       | 4       | 5       | 7                    |
| Harassment: Sexual                                | 1       | 0       | 0       | 0       | 1       | 1                    |
| Medical Examination                               | 1       | 0       | 0       | 0       | 0       | 0                    |
| Pay including overtime                            | 1       | 0       | 0       | 0       | 1       | 0                    |
| Promotion/Non-Selection                           | 7       | 3       | 5       | 1       | 6       | 2                    |
| Reassignment: Denied/Directed                     | 2       | 0       | 1       | 1       | 0       | 0                    |
| Reassignment: Directed                            | 7       | 2       | 0       | 0       | 0       | 0                    |
| Reasonable Accommodation Disability               | 3       | 2       | 1       | 1       | 5       | 0                    |
| Reinstatement*                                    | 0       | 0       | 0       | 0       | 0       | 0                    |
| Religious Accommodation                           | 0       | 0       | 0       | 1       | 0       | 1                    |
| Retirement*                                       | 0       | 0       | 1       | 0       | 0       | 0                    |
| Sex-Stereotyping                                  | 0       | 0       | 0       | 0       | 0       | 0                    |
| Telework  | 1       | 0       | 1       | 0       | 0       | 1                    |
| Termination                                       | 0       | 0       | 4       | 3       | 1       | 3                    |
| Terms/Conditions of Employment*                   | 9       | 1       | 1       | 0       | 0       | 0                    |
| Time and Attendance                               | 5       | 1       | 1       | 1       | 0       | 0                    |
| Training  | 1       | 0       | 0       | 0       | 1       | 1                    |
| Other Terms/Conditions of Employment*             | 0       | 0       | 0       | 0       | 1       | 3                    |







## Part 8 Finding of Discrimination by Issue

|                                       | FY 2019 count | FY 2019 % | FY 2020 count | FY 2020 % | FY 2021 count | FY 2021 % | FY 2022 count | FY 2022 % | FY 2023 count | FY 2023 % | FY 2024 count (thru 12-31) | FY 2024 % (thru 12-31) |
|---------------------------------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|----------------------------|------------------------|
| Total Number Findings                 | 0             |           | 1             |           | 0             |           | 0             |           | 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/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                      |
| Disciplinary Action: Reprimand**      | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Disciplinary Action: Suspension       | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Disciplinary Action: Removal          | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Other Disciplinary Actions**          | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Disciplinary Action: Other 2**        | 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: Sexual                    | 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                      |
| 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/Directed         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Reassignment: 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         | 1             | 100       | 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 Terms/Conditions of Employment* | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 1             | 100       | 0                          | 0                      |



## Part 8 Finding of Discrimination by Issue (without Hearing)

|                                       | FY 2019 count | FY 2019 % | FY 2020 count | FY 2020 % | FY 2021 count | FY 2021 % | FY 2022 count | FY 2022 % | FY 2023 count | FY 2023 % | FY 2024 count (thru 12-31) | FY 2024 % (thru 12-31) |
|---------------------------------------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|---------------|-----------|----------------------------|------------------------|
| Findings Without Hearing              | 0             |           | 1             |           | 0             |           | 0             |           | 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/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                      |
| Disciplinary Action: Reprimand**      | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Disciplinary Action: Suspension       | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Disciplinary Action: Removal          | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Other Disciplinary Actions**          | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Disciplinary Action: Other 2**        | 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: Sexual                    | 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                      |
| 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/Directed         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 0                          | 0                      |
| Reassignment: 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         | 1             | 100       | 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 Terms/Conditions of Employment* | 0             | 0         | 0             | 0         | 0             | 0         | 0             | 0         | 1             | 100       | 0                          | 0                      |

Part 9 Complaints Pending from Previous FY By Status

|   | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024<br>(thru<br>12-31) |
|---|---------|---------|---------|---------|---------|----------------------------|
| Total complaints from previous Fiscal Years                         | 28      | 23      | 15      | 11      | 6       | 13                         |
| Total Complainants  | 28      | 23      | 15      | 9       | 6       | 12                         |
| Complaints Pending Investigation                                    | 0       | 0       | 0       | 0       | 0       | 1                          |
| ROI issued, pending Complainant's action                            | 0       | 0       | 0       | 0       | 0       | 1                          |
| Complaints Pending in Hearing                                       | 27      | 23      | 15      | 11      | 5       | 3                          |
| Complaints Pending Final Agency Action                              | 1       | 0       | 0       | 0       | 0       | 2                          |
| Complaints Pending Appeal with EEOC Office of<br>Federal Operations | 15      | 17      | 24      | 25      | 13      | 22                         |

Part 10 Complaint Investigations

|  | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024<br>(thru<br>12-31) |
|--|---------|---------|---------|---------|---------|----------------------------|
| Pending Complaints Where Investigations Exceed<br>Required Time Frames | 0       | 0       | 0       | 0       | 0       | 0                          |