

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

NRCS (Includes Sub-Level Offices)

For 3rd Quarter 2024 for period ending June 30, 2024

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 06-30)
Number of Complaints Filed	26	17	21	14	12	18
Number of Complainants	26	17	20	14	12	18
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 06-30)
Race	9	8	7	4	4	4
Color	6	4	3	2	1	1
Religion	2	1	2	1	1	1
Reprisal	15	8	9	5	6	11
Sex	13	6	8	2	4	3
PDA	0	0	0	0	0	0
National Origin	4	2	3	2	2	1
Equal Pay Act	0	0	2	0	1	0
Age	8	7	5	3	4	6
Disability	9	10	9	5	8	7
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 06-30)
Appointment/Hire	2	4	2	0	0	1
Assignment of Duties*	2	4	1	0	0	0
Awards	0	0	0	0	0	1
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	1
Disciplinary Action: Removal	0	3	0	2	1	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	2	7
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	13
Harassment: Sexual	1	0	0	0	1	1
Medical Examination	1	0	0	0	0	0
Pay including overtime	1	0	0	0	1	3
Promotion/Non-Selection	7	3	5	1	6	5
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	3
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	5
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	4
Training	1	0	0	0	1	2
Other Terms/Conditions of Employment*	0	0	0	0	1	6

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 06-30)	FY 2024 % (thru 06-30)
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 06-30)	FY 2024 % (thru 06-30)
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 (thru 06-30)
Total complaints from previous Fiscal Years	28	23	15	11	6	8
Total Complainants	28	23	15	9	6	7
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	27	23	15	11	5	4
Complaints Pending Final Agency Action	1	0	0	0	0	1
Complaints Pending Appeal with EEOC Office of Federal Operations	15	17	24	25	13	20

Part 10 Complaint Investigations

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 (thru 06-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0