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

NRCS (and below)

For 1st Quarter 2023 for period ending December 31, 2022

	Comparative Da										
Complaint Activity	Pr	evious	2022Th12 21								
	2018	2019	2020	2021	2022	2023Thru12-31					
Number of Complaints Filed	40	26	17	21	14	3					
Number of Complainants	40	26	17	20	14	3					
Repeat Filers	0	0	0	1	0	0					

Complaints by Basis		Comparative Data											
Complaints by Dasis	Pre	vious]											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023Thru12- 31							
Race	13	9	8	7	4	2							
Color	4	6	4	3	2	1							
Religion	0	2	1	2	1	1							
Reprisal	20	15	8	9	5	2							
Sex	24	13	6	8	2	1							
PDA	1	0	0	0	0	0							
National Origin	5	4	2	3	2	1							

Equal Pay Act	3	0	0	2	0	1							
Age	12	8	7	5	3	0							
Disability	12	9	10	9	5	1							
Genetics	0	0	0	0	0	0							
Non-EEO	6	3	3	2	1	0							
	Comparative Data												
Complaints by Issue	Pre	vious]											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023Thru12- 31							
Appointment/Hire	0	2	4	2	0	0							
Assignment of Duties	4	2	4	1	0	0							
Awards	1	0	0	0	0	0							
Conversion to Full Time/Perm Status	1	0	0	0	0	0							
Disciplinary Action													
Demotion	0	0	0	0	0	0							
Reprimand	11	3	1	0	0	0							
Suspension	4	2	1	1	0	0							
Removal	2	0	3	0	2	1							
Disciplinary Warning	0	0	0	0	0	0							
Other Disciplinary Actions	2	0	2	0	1	0							
Other 2	0	0	0	0	0	0							
Duty Hours	0	0	0	0	0	0							
Perf. Eval./ Appraisal	5	5	6	1	2	0							
Examination/Test	0	0	0	0	0	0							
Harassment													
Non-Sexual	27	13	9	2	4	1							
Sexual	3	1	0	0	0	0							

Medical Examination		0	1	0	0	0	0
Pay including overtime		4	1	0	0	0	0
Promotion/Non-Selection		8	7	3	5	1	2
Reassignment							
Denied		3	2	0	1	1	0
Directed		0	7	2	0	0	0
Reasonable Accommodation Disability		5	3	2	1	1	1
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	0	0	1	0
Retirement		0	0	0	1	0	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		10	1	0	1	0	0
Termination	4	0	0	4	3	0	
Terms/Conditions of Employ	20	9	1	1	0	0	
Time and Attendance	Гime and Attendance			1	1	1	0
Training		4	1	0	0	0	0
Other Terms/Conditions of Employment		0	0	0	0	4	0
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
			Co	mpara	tive]	Data	
Processing Time	I	Previous	Fiscal	Year	Data	ı	2023Thru12-
	2019	2020	20)21	2022	31	
Complaints pending during f	iscal yea	r					
Average number of days in investigation	198.10	177.70	217.8	1 129	9.25	132.07	139.00

				\top									
36.0	00	30	30.42		32.33		33.68		45.59		3	2.60	
scal y	ear	who	ere	hear	ring	g was	req	uest	ed				
164.	36	178	3 2	250.09		117.80		137.50		179.00			
28.0	00	17.00			17.90		15.1	14	33	.08	20.00		
cal y	ear	who	ere	hear	ring	g was	not	req	ues	ted			
276.	83	170	5.4.	3 1	182.30 13		134.45		125	5.86	125.67		
52.0	00	45.33 45.45				15	57.2	.27 63.67			83.00		
						Col	mp	arat	ive	Data	a		
\gen	cy	Previous Fiscal Year I								a	2023Thru12-		
		2018 2019 202			2020	2	021	2022		31			
by		5		1		0		0		1		0	
0		10)	84	2	0	0		16		0		
aints	W	ithd	rav	wn l	y (Comj	olai	nan	ts				
by		0		1		2		1		0		0	
						Com	par	ativ	e D	ata			
ns		Pı	evi	ious	Fi	scal Y	Yea	r Da	ata		2023	Thru12-	
Total Final Agency Actions Finding Discrimination				110			0 2021				31		
	20	18	20)19	4	020	4	-1	121				
	20	% %	# #)19 %	#	%	#	%	#	%	#	%	
					_	1	+	1	1		# 0	%	
	#		#		#	1	#	1	#			0	
	28.0 276. Scal y 276. Square by o aints	164.36 28.00 scal year 276.83 52.00 Agency by o aints W	164.36 178 28.00 17 17 17 17 17 17 17	Scal year where 164.36 178.63 178.63 17.00	Secal year where hear 164.36 178.63 2 28.00 17.00 1 1 1 1 1 1 1 1 1	164.36 178.63 250. 28.00 17.00 17.9 17.9 17.9 18.63 250. 18.63 250. 18.63 250. 18.63 276.83 176.43 182. 182. 182. 182. 183. 183. 183. 183. 183. 183. 183. 183. 183.	Secal year where hearing was 164.36 178.63 250.09 1 28.00 17.00 17.90	Scal year where hearing was requested	164.36 178.63 250.09 117.80 28.00 17.00 17.90 15.14 36.21 36.23	Scal year where hearing was requested	Scal year where hearing was requested	Comparative Data Comparative	

Findings of Discrimination	Comparative Data											
Rendered by Basis		Pı	rev	ious	Fis	2023Thru12-						
Note: Complaints can be filed	20)18	2019		2020		2021		2022		31	
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		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	1	100	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
	1	<u>'</u>		1		1		1		1	'	'
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

0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0		0		1		0		0		0	
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	1	100	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <td>0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <</td> <td>0 0</td> <td>0 0</td> <td>0 0</td> <td>0 0</td> <td>0 0</td>	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 <	0 0	0 0	0 0	0 0	0 0