

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

NRCS (and below)

For 1st Quarter 2022 for period ending December 31, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Number of Complaints Filed	26	40	26	17	21	4
Number of Complainants	25	40	26	17	20	4
Repeat Filers	1	0	0	0	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Race	10	13	9	8	7	3
Color	2	4	6	4	3	1
Religion	2	0	2	1	2	0
Reprisal	13	20	15	8	9	1
Sex	10	24	13	6	8	0
PDA	0	1	0	0	0	0

National Origin	5	5	4	2	3	0
Equal Pay Act	0	3	0	0	2	0
Age	6	12	8	7	5	1
Disability	8	12	9	10	9	0
Genetics	0	0	0	0	0	0
Non-EEO	2	6	3	3	2	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	4	0	2	4	2	0
Assignment of Duties	5	4	2	4	1	0
Awards	0	1	0	0	0	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	11	3	1	0	0
Suspension	2	4	2	1	1	0
Removal	1	2	0	3	0	1
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	3	5	5	6	1	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	14	27	13	9	2	2
Sexual	0	3	1	0	0	0

Medical Examination	0	0	1	0	0	0
Pay including overtime	0	4	1	0	0	0
Promotion/Non-Selection	5	8	7	3	5	1
Reassignment						
Denied	0	3	2	0	1	0
Directed	0	0	7	2	0	0
Reasonable Accommodation Disability	3	5	3	2	1	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	10	1	0	1	0
Termination	2	4	0	0	4	0
Terms/Conditions of Employment	8	20	9	1	1	0
Time and Attendance	1	5	5	1	1	0
Training	1	4	1	0	0	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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-31
	2017	2018	2019	2020	2021	
Complaints pending during fiscal year						

Average number of days in investigation	161.64	198.10	177.70	217.81	129.25	120.12						
Average number of days in final action	85.00	36.00	30.42	32.33	33.68	55.50						
Complaint pending during fiscal year where hearing was requested												
Average number of days in investigation	171.06	164.36	178.63	250.09	117.80	91.00						
Average number of days in final action	112.17	28.00	17.00	17.90	15.14	1.00						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	139.00	276.83	176.43	182.30	134.45	124.29						
Average number of days in final action	78.00	52.00	45.33	45.45	57.27	73.67						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
	2017	2018	2019	2020	2021							
Total Complaints Dismissed by Agency	4	5	1	0	0						0	
Average days pending prior to dismissal	56	10	842	0	0						0	
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	0	1	2	1						0	
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
	2017	2018	2019	2020	2021							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		0		0	
Without Hearing	0	0	0	0	0	0	1	100	0	0	0	0

With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		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	1	100	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
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
Findings Without Hearing	0		0		0		1		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	1	100	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
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2022Thru12-31	
	2017		2018		2019		2020		2021			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		1		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

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	1	100	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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2022Thru12-31					
	Previous Fiscal Year Data											
	2017	2018	2019	2020	2021							
Total complaints from previous Fiscal Years	22	19	28	23	15	28						
Total Complainants	21	19	28	23	15	25						
Number complaints pending												
Investigation	0	0	0	0	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	3						
Hearing	21	18	27	23	15	18						
Final Agency Action	1	1	1	0	0	5						
Appeal with EEOC Office of Federal Operations	11	13	15	17	24	25						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022 Thru 12-31
	2017	2018	2019	2020	2021	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0