

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

NRCS

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

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
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	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
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	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>The 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 for the current FY starting in FY2023.</p>	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
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
Reprimand**	3	1	0	0	0	0
Suspension	2	1	1	0	2	0
Removal	0	3	0	2	1	0
Other Disciplinary Actions**	0	0	0	0	2	1
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
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						
Reassignment: Denied/Directed	2	0	1	1	0	0
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
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

Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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
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 Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
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
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												
Reassignment: Denied/Directed	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	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
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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	28	23	15	11	6	10
Total Complainants	28	23	15	9	6	10
Number complaints pending						
Investigation	0	0	0	0	0	2
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	27	23	15	11	5	4
Final Agency Action	1	0	0	0	0	2
Appeal with EEOC Office of Federal Operations	15	17	24	25	13	14

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0