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 Data									
Complaint Activity	Pr	evious	Fiscal	Year	Data	24	2022Th12 21			
	2018	2019	2020	202	1 202		2023Thru12-31			
Number of Complaints Filed	40	26	17	21	14	1	3			
Number of Complainants	40	26	17	20	14	1	3			
Repeat Filers	0	0	0	1	0		0			
Compleints by Davis				Com	parati	ve Da	ta			
Complaints by Basis		Prev	vious I	iscal '	Year I	D ata				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.			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	Sex		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
Complaints by Issue			Com	parati	ve Dat	ta
Complaints by Issue	Pre	vious l	Fiscal	Year I	Data	
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	Directed			2	0	0	0	
Reasonable Accommodation I	5	3	2	1	1	1		
Reinstatement	nstatement			0	0	0	0	
Religious Accommodation		0	0	0	0	1	0	
Retirement	irement		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 Employn	nent	20	9	1	1	0	0	
Time and Attendance		5	5	1	1	1	0	
Training		4	1	0	0	0	0	
Other Terms/Conditions of Employment			0	0	0	4	0	
User Defined - Other 1	User Defined - Other 1		0	0	0	0	0	
User Defined - Other 2	User Defined - Other 2		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	
			Com	para	tive	Data		
Processing Time	P	revious	Fiscal '	Year	Dat	a	2023Thru12-	
	2018	2019	2020	20	21	2022	31	
Complaints pending during fis	scal year							
Average number of days in investigation	198.10	177.70	217.81	129	0.25	132.07	139.00	
Average number of days in final action	36.00	30.42	32.33	33	.68	45.59	32.60	
Complaint pending during fisc	al year v	where he	aring w	as rec	quest	ted		
Average number of days in investigation	164.36	178.63	250.09	117	7.80	137.50	179.00	
Average number of days in final action	28.00	17.00	17.90	15	.14	33.08	20.00	

	1 11200	wl	here	he	arin	УW	vas n	ot r	equ	este	ed						
Complaint pending during fiscal	ıı yeai					> ''			-								
Average number of days in investigation	s 276.83		176.4	43	182.30		0 13	34.45		125.86		125.67					
Average number of days in final action	52.00		45.3	3	45	.45	5 5	7.27	7	63.	67	83.00					
Co					Con	omparative Data											
Complaints Dismissed by Ag	gency	Previous Fiscal Year					Year Data				2023Thru12-						
			2018	3 2	2019	2	020	20	21	20	22	•	31				
Total Complaints Dismissed by Agency			5		1		0	C)	1			0				
Average days pending prior to dismissal			10		842		0	C)	1	6		0				
Complair	nts W	ith	ıdrav	wn	ı by	Co	mpl	ain	ants	5							
Total Complaints Withdrawn by Complainants	y		0		1		2	1		()		0				
Complamants						Comparative Data											
Сопринина						(Comj	oar	ativ	e I)ata						
•	s		Pre	vio	ous l		Comp)ata						
Total Final Agency Actions Finding Discrimination	s	20	Т		ous 1	Tisc			· Da	ata	Pata 22	2023	Γhru12- 31				
Total Final Agency Actions	ĺ	20#	18		19	Tisc	cal Y	ear 20	· Da	ata		2023					
Total Final Agency Actions			% ;	20	19 %	iso 20	cal Y	ear 20	· Da	ata 20	22	2023	31				
Total Final Agency Actions Finding Discrimination		#	018 : % ;	20 #	19 %	Fiso 20 #	cal Y	/ear 20 #	· Da	ata 20 #	22	2023 #	31				
Total Final Agency Actions Finding Discrimination Total Number Findings		# 0	018	20 #	019 % 0	Fiso 20 #	cal Y 020 %	20 #	· Da	20 #	22 %	# 0	%				
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing With Hearing		# 0 0	018	20 # 0 0	019 % 0	20 # 1 1	cal Y 020 % 100	/eai 20 # 0 0	• Da 21 % 0 0	20 # 0 0 0	0 0	# 0 0 0	31 % 0				
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing		# 0 0	018 9% ; 0 0 0	20 # 0 0 0	019 % 0 0	20 # 1 1 0	20 % 100	/ear 20 # 0 0 0 par	• Da 21 % 0 0 ativ	20 # 0 0 0	0 0 0 Data	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	31 % 0 0				
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing With Hearing Findings of Discrimination		# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	018 9% ; 0 0 0	20 # 0 0 0	019 % 0 0	20 # 1 1 0 Fis	cal Y 020 % 100 0 Com	/ear 20 # 0 0 0 par Yea	• Da 21 % 0 0 ativ	20 # 0 0 0 ve 1	0 0 0 Data	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	31 % 0				
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing With Hearing Findings of Discrimination Rendered by Basis	n	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	018 0 0 0 0 0 0 0 0 0	20 # 0 0 0	0 0 0 0	20 # 1 1 0 Fis	cal Y)20 % 100 0 Com	/ear 20 # 0 0 0 par Yea	• Da 21 % 0 0 ativ	20 # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	22 % 0 0 0 Data	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	31 % 0 0				
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing With Hearing Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total	n	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	018 0 0 0 0 0 0 0 0 0	20 # 0 0 0 evi	0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 1 1 0 Fis 2	cal Y)20 % 100 0 Com scal Y	/ear 20 # 0 0 0 par Yea 20	• Da 221 % 0 0 ativ	20 # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	22 % 0 0 0 Data	# 0 0 0 0 1 2023	31 % 0 0 Thru12- 31				
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing With Hearing Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints and findings.	n	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	018 0 0 0 0 0 0 0 0 0	20 # 0 0 0 evi	0 0 0 0 0 0 0 0 0 0 0 0 0	Fiso 20 # 1 1 0 Fiso 2 #	cal Y)20 % 100 0 Com scal Y	7eai 20 # 0 0 0 par Yea 20	• Da 221 % 0 0 ativ	20 # 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	22 % 0 0 0 Data	# 0 0 0 0 1 2023 #	31 % 0 0 Thru12- 31				
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing With Hearing Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints and findings. Total Number Findings	n	# 0 0 0 0 0 P	018 0 0 0 0 0 0 0 0 0	20 # 0 0 0 0 evi	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Fiso 20 # 1 1 C Fiso 2 # 1 1 1 1 1 1 1 1 1	cal Y 020 % 100 0 Com scal Y 020 %	7eai 20 # 0 0 0 par Yea 20 #	0 0 0 ativ r D	20 # 0 0 0 ve 1 vata 20 # 0 0 0 ve 1 vata	0 0 0 Data 1 0022	# 0 0 0 0 1 2023 # # 0	31 % 0 0 Thru12- 31				

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
indings 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
indings Without Hearing	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