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

NRCS (and below)

For 3rd Quarter 2023 for period ending June 30, 2023

Comparative Data										
Complaint Activity	Pr	evious	1	2022Th 07 20						
	2018	2019	2019 2020 2021		1 202		2023Thru06-30			
Number of Complaints Filed	40	26	17	21	14	1	11			
Number of Complainants	40	26	17	20	14	1	11			
Repeat Filers	0	0	0	1	0		0			
Compleints by Davis				Com	parati	ve Da	ta			
Complaints by Basis		Pre	vious I	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	2023Thru06- 30			
Race		13	9	8	7	4	5			
Color		4	6	4	3	2	1			
Religion		0	2	1	2	1	2			
Reprisal		20	15	8	9	5	5			
Sex	Sex		13	6	8	2	4			
PDA		1	0	0	0	0	0			
National Origin		5	4	2	3	2	3			
Equal Pay Act		3 0 0 2 0 1								

Age	12	8	7	5	3	2					
Disability	12	9	10	9	5	7					
Genetics	0	0	0	0	0	0					
Non-EEO	6	3	3	2	1	1					
Comulainta by Issue	Comparative Data										
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	2023Thru06- 30					
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	1					
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	1					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	27	13	9	2	4	4					
Sexual	3	1	0	0	0	1					
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	4					

Reassignment								
Denied	Denied			0	1	1	0	
Directed	Directed			2	0	0	0	
Reasonable Accommodation I	5	3	2	1	1	3		
Reinstatement	nstatement			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	1	
Terms/Conditions of Employr	nent	20	9	1	1	0	0	
Time and Attendance		5	5	1	1	1	0	
Training		4	1	0	0	0	1	
Other Terms/Conditions of Employment		0	0	0	0	4	1	
User Defined - Other 1		0	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	2023Thru06-	
	2018	2019	2020	20	21	2022	30	
Complaints pending during fis	scal year							
Average number of days in investigation	198.10	177.70	217.81	129	9.25	132.07	143.00	
Average number of days in final action	36.00	30.42	32.33	33	.68	45.59	36.40	
Complaint pending during fisc	al year v	where he	aring w	as rec	ques	ted		
Average number of days in investigation	164.36	178.63	250.09	117	7.80	137.50	211.50	
Average number of days in final action	28.00	17.00	17.90	15	.14	33.08	18.50	

		xx/1	here	he	arin	7 X	vas n	ot r	equ	este	ed				
Complaint pending during fisca	ıl year	VVI			ai iii	5 "			-						
Average number of days in investigation	ys 276.83		176.4	5.43 182.30		0 13	4.4	5 1	125.86		120.17				
Average number of days in final action	52.00		45.3	3	45	.45	5 5	57.27		63.67		56.86			
	Comparative D						Dat	a							
Complaints Dismissed by Ag	Agency Previous Fiscal Yea					Year Data				2023Thru06-					
			2018	3 2	2019	2	020	20	21	20	22		30		
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	by	Co	mpl	ain	ants	5					
Total Complaints Withdrawn by Complainants	n by 0 1 2 1				C)	0								
Complainanto										Comparative Da					
Complements						(Comp	oar	ativ	e I)ata				
•	s		Pre	vio	ous l		Comp) Data		3Thru06-		
Total Final Agency Actions Finding Discrimination	S	20			ous l	Fis			· Da	ata	Data 22		3Thru06- 30		
Total Final Agency Actions		20#	18	20	19	Fis	cal Y	ear 20	· Da	ata					
Total Final Agency Actions			% F	20	19 %	Fiso 20	cal Y	ear 20	· Da	ata 20	22	2023	30		
Total Final Agency Actions Finding Discrimination		#	018 2	20 #	19 %	20 #	cal Y	/eai 20 #	· Da	ata 20 #	22	2023	30		
Total Final Agency Actions Finding Discrimination Total Number Findings		# 0	018 3	20 # 0	19 % 0	20 #	cal Y 020 %	20 #	· Da	20 #	22 %	202 3 # 1	30 %		
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing With Hearing		# 0 0	018 3	20 # 0 0	19 % 0	20 # 1 0	cal Y 020 %	7ea1 20 # 0 0	• Da 21 % 0 0	20 # 0 0 0	22 % 0 0	# 1 1 0	30 % 100		
Total Final Agency Actions Finding Discrimination Total Number Findings Without Hearing		# 0 0	018 3 % 3 0 0	20 # 0 0 0	0 0	20 # 1 1 0	20 % 100	/ear 20 # 0 0 0 par	• Da 21 % 0 0 ativ	20 # 0 0 0	22 % 0 0 Data	# 1 1 0	30 % 100 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 3 % 3 0 0	20 # 0 0 0	0 0	20 # 1 1 0	cal Y 020 % 100 0 Com	20 # 0 0 par	• Da 21 % 0 0 ativ	20 # 0 0 0 ve 1	22 % 0 0 Data	# 1 1 0	30 % 100		
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	19 % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 1 1 0	cal Y 020 % 100 0 Com	20 # 0 0 par	• 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 0 0 0 0 0 0	# 1 1 0	30 % 100 0 3Thru06-		
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 sur 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	19 % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 # 1 1 Control (1) Fish 2	cal Y 020 % 100 0 Com scal Y	/ean 20 # 0 0 0 par Yea	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 0 0 0 0 0 0	# 1 1 0 1 2023	30 % 100 0 3Thru06- 30		
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 sur 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 20	19 % 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Fise 20 # 1 1 1 0 Fise 2 #	cal Y 020 % 100 0 Com scal Y	20 # 0 0 0 par Yea 20 #	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 0 0 0 0 0 0	# 1 1 0 2023 ##	30 % 100 0 3Thru06- 30		
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 sur 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 20 # 0	0 0 0 0 0 0 0 %	Fiso 20 # 1 1 1 C Fis 2 # 1	cal Y 020 % 100 0 Com scal Y	20	0 0 0 ativ r D	20 # 0 0 0 ve 1 vata 20 # 0 0 0 ve 1 vata	22 % 0 0 0 Data 1 0 0 0 0 0 0 0 0 0	# 1 1 0 2023 # 1 1	30 % 100 0 3Thru06-30 %		

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	1	100
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		1	
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	1	100
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