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

## NRCS (includes sub-level offices)

For 4th Quarter 2023 for period ending September 30, 2023

Part 1 Complaint Activity		Comparative Data										
		Previous Fiscal Year Data										
	2018	2019	2020	2021	2022	2023 Thru 09-30						
Number of Complaints Filed	40	26	17	21	14	12						
Number of Complainants	40	26	17	20	14	12						
Repeat Filers	0	0	0	1	0	0						

Dort 2 Complaints by Dosis			Compara	ative Data		
Part 2 Complaints by Basis		Pre	evious Fiscal Year [	Data		2022 Thru
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	2023 Thru 09-30
Race	13	9	8	7	4	4
Color	4	6	4	3	2	1
Religion	0	2	1	2	1	1
Reprisal	20	15	8	9	5	6
Sex	24	13	6	8	2	4
PDA	1	0	0	0	0	0
National Origin	5	4	2	3	2	2
Equal Pay Act	3	0	0	2	0	1
Age	12	8	7	5	3	4
Disability	12	9	10	9	5	8
Genetics	0	0	0	0	0	0
Non-EEO	6	3	3	2	1	1

Part 3 Complaints By Issue	Comparative Data									
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.										
Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.		2023 Thru 09-30								
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.	2018	2019	2020	2021	2022					
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		1	Τ	1	1	<u> </u>				
Demotion	0	0	0	0	0	0				
Reprimand**	11	3	1	0	0	0				
Suspension	4	2	1	1	0	2				
Removal	2	0	3	0	2	1				
Other Disciplinary Actions**	0	0	0	0	0	2				
Other 2**	0	0	0	0	0	0				
Duty Hours*	0	0	0	0	0	0				
Perf. Eval./ Appraisal	5	5	6	1	2	2				
Examination/Test	0	0	0	0	0	0				
Harassment		1	T	T	T					
Non-Sexual	27	13	9	2	4	5				
Sexual	3	1	0	0	0	1				
Medical Examination	0	1	0	0	0	0				
Pay including overtime	4	1	0	0	0	1				
Promotion/Non-Selection	8	7	3	5	1	6				
Reassignment				_						
Reassignment: Denied/Directed	3	2	0	1	1	0				
Directed	0	7	2	0	0	0				
Reasonable Accommodation Disability	5	3	2	1	1	5				
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	1				
Terms/Conditions of Employment*	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	0	1				
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				

	Comparative Data										
Part 4 Processing Time		Pre	evious Fiscal Year D	Data		2022 Thru 00 20					
	2018	2019	2020	2021	2022	2023 Thru 09-30					
Complaints pending during fiscal year											
Average number of days in investigation	198.1	177.7	217.81	129.25	132.07	132.42					
Average number of days in final action	36.0	30.42	32.33	33.68	45.59	34.65					
Complaints pending during fiscal year where h	nearing was requested										
Average number of days in investigation	164.36	178.63	250.09	117.8	137.5	193.00					
Average number of days in final action	28.0	17.0	17.9	15.14	33.08	21.14					
Complaints pending during fiscal year where h	nearing was not request	ted				•					
Average number of days in investigation	276.83	176.43	182.3	134.45	125.86	112.22					
Average number of days in final action	52.0	45.33	45.45	57.27	63.67	55.00					

	Comparative Data										
Part 5 Complaints Dismissed by Agency											
	2018	2019	2020	2021	2022	2023 Thru 09-30					
Part 5 Complaints Dismissed by Agency	5	1	0	0	1	1					
Average days pending prior to dismissal	10	842	0	0	16	50.00					
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants	0	1	2	1	0	0					

Dort C Total Final Against Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data											2023 Thru
Part 6 Total Final Agency Actions Finding Discrimination		2018		)19	2020		2021		2022		09-30	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		1	
Without Hearing	0	0	0	0	1	100	0	0	0	0	1	100
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0

Part 7 Finding of Discrimination Rendered by						Compara	tive Data					
Basis				Pre	vious Fis	cal Year D	ata				2023 Thru	
Note: Complaints can be filed alleging multiple	20	2018		2019		2020		)21	2022		09-30	
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		1		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
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	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00
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 After Hearing	0		0		0		0		0		0	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
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	0	0.00	0	0.00	0	0.00	0	0.00	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
Finding Without Hearing	0		0		1		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Color	0	0.00	О	0.00	0	0.00	О	0.00	О	0.00	О	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	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00
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