

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:
NRCS
For 4th Quarter 2023 for period ending September 30, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
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

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2018	2019	2020	2021	2022	
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. 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.	Previous Fiscal Year Data					2023 Thru 09-30
	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						
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						
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	198.1	177.7	217.81	129.25	132.07	130.23
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 hearing was requested						
Average number of days in investigation	164.36	178.63	250.09	117.8	137.5	170.75
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 hearing was not requested						
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

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
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

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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	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

Starting in FY2022, issues marked with:

* are reported under Other Terms / Conditions of Employment.

** are reported under Other Disciplinary Actions.

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.

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Findings Without Hearing	0		0		1		0		0		1	
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	0	0	1	100	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	0	0	1	100
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					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	19	28	23	15	11	6
Total Complainants	19	28	23	15	9	6
Number complaints pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	18	27	23	15	11	5
Final Agency Action	1	1	0	0	0	0
Appeal with EEOC Office of Federal Operations	13	15	17	24	25	13

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0