

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

NRCS (Includes Sub-Level Offices)

For 1st Quarter 2020 for period ending December 31, 2019

Notes:

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.

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.

Part 1 Complaint Activity						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Number of Complaints Filed	32	20	26	40	26	4
Number of Complainants	31	20	25	40	26	4
Repeat Filers	1	0	1	0	0	0

Part 2 Complaints by Basis						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Race	12	10	10	13	9	1
Color	7	2	2	4	6	1
Religion	1	3	2	0	2	0
Reprisal	14	6	13	20	15	3
Sex	16	9	10	24	13	1
PDA	0	0	0	1	0	0
National Origin	4	2	5	5	4	1
Equal Pay Act	0	0	0	3	0	0
Age	9	3	6	12	8	2
Disability	10	5	8	12	9	2
Genetics	0	1	0	0	0	0
Non-EEO	6	2	2	6	3	0

Part 3 Complaints By Issue

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Appointment/Hire	0	0	4	0	2	2
Assignment of Duties*	8	4	5	4	2	0
Awards	1	0	0	1	0	0
Conversion to Full Time/Perm Status*	0	0	0	1	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	4	2	3	11	3	0
Disciplinary Action: Suspension	2	0	2	4	2	1
Disciplinary Action: Removal	1	0	1	2	0	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	1
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	6	6	3	5	5	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	18	11	14	27	13	2
Harassment: Sexual	1	1	0	3	1	0
Medical Examination	1	0	0	0	1	0
Pay including overtime	4	1	0	4	1	0
Promotion/Non-Selection	12	4	5	8	7	3
Reassignment: Denied/Directed	2	0	0	3	2	0
Reassignment: Directed	4	0	0	0	7	0
Reasonable Accommodation Disability	5	3	3	5	3	0
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	2	10	1	0
Termination	1	2	2	4	0	0
Terms/Conditions of Employment*	13	5	8	20	9	0
Time and Attendance	4	3	1	5	5	0
Training	2	3	1	4	1	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Average days in Investigation for all cases pending during FY	0.0	206.46	161.64	198.1	177.7	218.67
Average days in Final Action for all cases pending during FY	0.0	44.64	85.0	36.0	30.42	19.67
Average days in Investigation with Hearing	206.65	198.0	171.06	164.36	178.63	0.00
Average days in Final Action with Hearing	74.27	71.67	112.17	28.0	17.0	18.50
Average Days in Investigation without Hearing	138.0	212.14	139.0	276.83	176.43	218.67
Average Days in Final Action without Hearing	102.89	34.17	78.0	52.0	45.33	22.00

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Total Complaints Dismissed by Agency	3	2	4	5	1	0
Average Days Pending Prior to Dismissal	104	57	56	10	842	0.00
Total Complaints Withdrawn by Complainants	3	3	0	0	1	0

[illegible]

Part 7 Finding of Discrimination by Basis

	FY 2015 Count	FY 2015 %	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count (thru 12- 31)	FY 2020 % (thru 12- 31)
Total Number Findings	0		0		0		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	0	0.00	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

Part 7 Finding of Discrimination by Basis (with Hearing)

	FY 2015 Count	FY 2015 %	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count (thru 12- 31)	FY 2020 % (thru 12- 31)
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

Part 7 Finding of Discrimination by Basis (without Hearing)

	FY 2015 Count	FY 2015 %	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count (thru 12- 31)	FY 2020 % (thru 12- 31)
Finding Without Hearing	0		0		0		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	0	0.00	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

[illegible]

Part 8 Finding of Discrimination by Issue (with Hearing)

[illegible]

Part 8 Finding of Discrimination by Issue (without Hearing)

[illegible]

Part 9 Complaints Pending from Previous FY By Status						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Total complaints from previous Fiscal Years	29	27	22	19	28	43
Total Complainants	28	27	21	19	28	39
Complaints Pending Investigation	0	0	0	0	0	7
ROI issued, pending Complainant's action	0	0	0	0	0	1
Complaints Pending in Hearing	26	27	21	18	27	29
Complaints Pending Final Agency Action	0	0	1	1	1	1
Complaints Pending Appeal with EEOC Office of Federal Operations	3	7	11	13	15	6

Part 10 Complaint Investigations						
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020 (thru 12-31)
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	2