

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

NRCS (Includes Sub-Level Offices)

For 4th Quarter 2021 for period ending September 30, 2021

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 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Number of Complaints Filed	20	26	40	26	17	21
Number of Complainants	20	25	40	26	17	20
Repeat Filers	0	1	0	0	0	1

Part 2 Complaints by Basis						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Race	10	10	13	9	8	7
Color	2	2	4	6	4	3
Religion	3	2	0	2	1	2
Reprisal	6	13	20	15	8	9
Sex	9	10	24	13	6	8
PDA	0	0	1	0	0	0
National Origin	2	5	5	4	2	3
Equal Pay Act	0	0	3	0	0	2
Age	3	6	12	8	7	5
Disability	5	8	12	9	10	9
Genetics	1	0	0	0	0	0
Non-EEO	2	2	6	3	3	2

Part 3 Complaints By Issue

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Appointment/Hire	0	4	0	2	4	2
Assignment of Duties*	4	5	4	2	4	1
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status*	0	0	1	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	2	3	11	3	1	0
Disciplinary Action: Suspension	0	2	4	2	1	1
Disciplinary Action: Removal	0	1	2	0	3	0
Disciplinary Action: Other Disciplinary Actions**	0	0	0	0	0	0
Disciplinary Action: Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	6	3	5	5	6	1
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	11	14	27	13	9	2
Harassment: Sexual	1	0	3	1	0	0
Medical Examination	0	0	0	1	0	0
Pay including overtime	1	0	4	1	0	0
Promotion/Non-Selection	4	5	8	7	3	5
Reassignment: Denied/Directed	0	0	3	2	0	1
Reassignment: Directed	0	0	0	7	2	0
Reasonable Accommodation Disability	3	3	5	3	2	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement*	0	1	0	0	0	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	2	10	1	0	1
Termination	2	2	4	0	0	4
Terms/Conditions of Employment*	5	8	20	9	1	1
Time and Attendance	3	1	5	5	1	1
Training	3	1	4	1	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0

Part 4 Processing Time (Complaints Pending During FY)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Average days in Investigation for all cases pending during FY	206.46	161.64	198.1	177.7	217.81	129.25
Average days in Final Action for all cases pending during FY	44.64	85.0	36.0	30.42	32.33	33.68
Average days in Investigation with Hearing	198.0	171.06	164.36	178.63	250.09	117.8
Average days in Final Action with Hearing	71.67	112.17	28.0	17.0	17.9	15.14
Average Days in Investigation without Hearing	212.14	139.0	276.83	176.43	182.3	134.45
Average Days in Final Action without Hearing	34.17	78.0	52.0	45.33	45.45	57.27

Part 5 Complaints Dismissed or Withdrawn

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Total Complaints Dismissed by Agency	2	4	5	1	0	0
Average Days Pending Prior to Dismissal	57	56	10	842	0	0
Total Complaints Withdrawn by Complainants	3	0	0	1	2	1

Part 6 Total Final Agency Actions Finding Discrimination

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Part 7 Finding of Discrimination by Basis

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 09-30)	FY 2021 % (thru 09-30)
Total Number Findings	0		0		0		0		1		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	1	100.00	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 (with Hearing)

	FY 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 09- 30)	FY 2021 % (thru 09- 30)
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 2016 Count	FY 2016 %	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count (thru 09- 30)	FY 2021 % (thru 09- 30)
Finding Without Hearing	0		0		0		0		1		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	1	100.00	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 8 Finding of Discrimination by Issue

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Part 8 Finding of Discrimination by Issue (with Hearing)
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Part 8 Finding of Discrimination by Issue (without Hearing)

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Part 9 Complaints Pending from Previous FY By Status						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Total complaints from previous Fiscal Years	27	22	19	28	23	15
Total Complainants	27	21	19	28	23	15
Complaints Pending Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Complaints Pending in Hearing	27	21	18	27	23	15
Complaints Pending Final Agency Action	0	1	1	1	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	7	11	13	15	17	24

Part 10 Complaint Investigations						
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0