

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

NRCS (Includes Sub-Level Offices)

For 4th Quarter 2022 for period ending September 30, 2022

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 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 09-30)
Number of Complaints Filed	26	40	26	17	21	14
Number of Complainants	25	40	26	17	20	14
Repeat Filers	1	0	0	0	1	0

Part 2 Complaints by Basis						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 09-30)
Race	10	13	9	8	7	4
Color	2	4	6	4	3	2
Religion	2	0	2	1	2	1
Reprisal	13	20	15	8	9	5
Sex	10	24	13	6	8	2
PDA	0	1	0	0	0	0
National Origin	5	5	4	2	3	2
Equal Pay Act	0	3	0	0	2	0
Age	6	12	8	7	5	3
Disability	8	12	9	10	9	5
Genetics	0	0	0	0	0	0
Non-EEO	2	6	3	3	2	1

Part 3 Complaints By Issue

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 09-30)
Appointment/Hire	4	0	2	4	2	0
Assignment of Duties*	5	4	2	4	1	0
Awards	0	1	0	0	0	0
Conversion to Full Time/Perm Status*	0	1	0	0	0	0
Disciplinary Action: Demotion	0	0	0	0	0	0
Disciplinary Action: Reprimand**	3	11	3	1	0	0
Disciplinary Action: Suspension	2	4	2	1	1	0
Disciplinary Action: Removal	1	2	0	3	0	2
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	3	5	5	6	1	2
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	14	27	13	9	2	4
Harassment: Sexual	0	3	1	0	0	0
Medical Examination	0	0	1	0	0	0
Pay including overtime	0	4	1	0	0	0
Promotion/Non-Selection	5	8	7	3	5	1
Reassignment: Denied/Directed	0	3	2	0	1	1
Reassignment: Directed	0	0	7	2	0	0
Reasonable Accommodation Disability	3	5	3	2	1	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	1
Retirement*	1	0	0	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	2	10	1	0	1	0
Termination	2	4	0	0	4	3
Terms/Conditions of Employment*	8	20	9	1	1	0
Time and Attendance	1	5	5	1	1	1
Training	1	4	1	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 09-30)
Average days in Investigation for all cases pending during FY	161.64	198.1	177.7	217.81	129.25	132.07
Average days in Final Action for all cases pending during FY	85.0	36.0	30.42	32.33	33.68	45.59
Average days in Investigation with Hearing	171.06	164.36	178.63	250.09	117.8	137.5
Average days in Final Action with Hearing	112.17	28.0	17.0	17.9	15.14	33.08
Average Days in Investigation without Hearing	139.0	276.83	176.43	182.3	134.45	125.86
Average Days in Final Action without Hearing	78.0	52.0	45.33	45.45	57.27	63.67

	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 09-30)
Total Complaints Dismissed by Agency	4	5	1	0	0	1
Average Days Pending Prior to Dismissal	56	10	842	0	0	16
Total Complaints Withdrawn by Complainants	0	0	1	2	1	0

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Part 7 Finding of Discrimination by Basis

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 09- 30)	FY 2022 % (thru 09- 30)
Total Number Findings	0		0		0		1		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	1	100.00	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 (with Hearing)

	FY 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 09- 30)	FY 2022 % (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 2017 Count	FY 2017 %	FY 2018 Count	FY 2018 %	FY 2019 Count	FY 2019 %	FY 2020 Count	FY 2020 %	FY 2021 Count	FY 2021 %	FY 2022 Count (thru 09- 30)	FY 2022 % (thru 09- 30)
Finding Without Hearing	0		0		0		1		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	1	100.00	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

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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 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 09-30)
Total complaints from previous Fiscal Years	22	19	28	23	15	11
Total Complainants	21	19	28	23	15	9
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	21	18	27	23	15	11
Complaints Pending Final Agency Action	1	1	1	0	0	0
Complaints Pending Appeal with EEOC Office of Federal Operations	11	13	15	17	24	25

Part 10 Complaint Investigations						
	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022 (thru 09-30)
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0