

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act:						
NRCS						
For 2nd Quarter 2024 for period ending March 31, 2024						

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	26	17	21	14	12	12
Number of Complainants	26	17	20	14	12	12
Repeat Filers	0	0	1	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	
Race	9	8	7	4	4	3
Color	6	4	3	2	1	1
Religion	2	1	2	1	1	1
Reprisal	15	8	9	5	6	6
Sex	13	6	8	2	4	2
PDA	0	0	0	0	0	0
National Origin	4	2	3	2	2	0
Equal Pay Act	0	0	2	0	1	0
Age	8	7	5	3	4	3
Disability	9	10	9	5	8	3
Genetics	0	0	0	0	0	0
Non-EEO	3	3	2	1	1	0

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					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Appointment/Hire	2	4	2	0	0	1
Assignment of Duties*	2	4	1	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand**	3	1	0	0	0	0
Suspension	2	1	1	0	2	0
Removal	0	3	0	2	1	0
Other Disciplinary Actions**	0	0	0	0	2	2
Other 2**	0	0	0	0	0	0
Duty Hours*	0	0	0	0	0	0
Perf. Eval./ Appraisal	5	6	1	2	2	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	13	9	2	4	5	7
Sexual	1	0	0	0	1	1
Medical Examination	1	0	0	0	0	0
Pay including overtime	1	0	0	0	1	2
Promotion/Non-Selection	7	3	5	1	6	3
Reassignment						
Reassignment: Denied/Directed	2	0	1	1	0	0
Directed	7	2	0	0	0	0
Reasonable Accommodation Disability	3	2	1	1	5	1
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	1
Retirement*	0	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	1	0	0	1
Termination	0	0	4	3	1	3
Terms/Conditions of Employment*	9	1	1	0	0	0
Time and Attendance	5	1	1	1	0	0
Training	1	0	0	0	1	1
Other Terms/Conditions of Employment*	0	0	0	0	1	3
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					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	177.7	217.81	129.25	132.07	130.23	155.57
Average number of days in final action	30.42	32.33	33.68	45.59	34.65	14.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	178.63	250.09	117.8	137.5	170.75	147.25
Average number of days in final action	17.0	17.9	15.14	33.08	21.14	8.60
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	176.43	182.3	134.45	125.86	112.22	166.67
Average number of days in final action	45.33	45.45	57.27	63.67	55.0	41.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	1	0	0	1	1	3
Average days pending prior to dismissal	842	0	0	16	50	40.00
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	1	2	1	0	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		1		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	1	100.00	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

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		1		0		0		1		0	
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	1	100	0	0	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	1	100	0	0
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					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	28	23	15	11	6	7
Total Complainants	28	23	15	9	6	7
Number complaints pending						
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	27	23	15	11	5	5
Final Agency Action	1	0	0	0	0	0
Appeal with EEOC Office of Federal Operations	15	17	24	25	13	13

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 03-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	1