

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

NRCS

For 4th Quarter 2010 for period ending September 30, 2010

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	58	58	58	42	45	26
Number of Complainants	50	56	53	33	43	25
Repeat Filers	2	2	4	8	2	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	2010Thru09-30
Race	26	29	27	16	15	11
Color	8	8	10	4	5	1
Religion	4	1	0	0	1	0
Reprisal	32	29	26	24	25	13
Sex	23	18	20	14	12	8
National Origin	7	9	2	3	4	4

Equal Pay Act	5	1	2	0	0	0
Age	21	21	18	9	17	11
Disability	11	6	10	8	6	5
Non-EEO	0	0	4	2	3	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2005	2006	2007	2008	2009	
Appointment/Hire	6	2	0	1	0	0
Assignment of Duties	16	6	8	5	6	3
Awards	0	0	2	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	0	1	1	0	1
Reprimand	2	2	1	4	2	0
Suspension	0	0	1	1	1	1
Removal	0	0	0	0	0	0
Other	1	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	6	4	5	2	7	3
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	15	13	20	17	19	6
Sexual	2	1	2	4	0	1
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	0	1	0	0	0
Promotion/Non-Selection	18	24	21	8	15	8
Reassignment						
Denied	1	0	0	0	0	0
Directed	6	2	3	3	10	1
Reasonable Accommodation	2	1	4	4	1	2
Reinstatement	1	0	0	0	0	0
Retirement	1	0	0	0	0	0
Termination	5	4	3	1	5	2
Terms/Conditions of Employment	15	4	1	0	0	0
Time and Attendance	2	1	2	5	2	0
Training	4	2	0	3	1	0
Other	15	22	23	12	10	5
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Complaints pending during fiscal year						
Average number of days in investigation	198.55	186.17	203.76	174.14	191.34	297.73
Average number of days in final action	357.15	264.26	280.60	580.17	586.59	229.43
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	216.39	190.82	196.31	174.33	189.00	373.20
Average number of days in final action	127.67	90.00	33.85	175.07	238.91	105.67
Complaint pending during fiscal year where hearing was not requested						
Average number of	187.46	180.48	209.00	174.00	192.43	279.76

Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	1	100	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	1	100
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2010Thru09-30	
	2005		2006		2007		2008		2009			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		1		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	50	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	1	100	0	0	0	0
Conversion to Full-time	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	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
Evaluation Appraisal	1	50	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												
Non-Sexual	2	100	0	0	0	0	1	100	0	0	0	0
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	1	100	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	1	100
Reassignment												
Denied	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	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
Retirement	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	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 - User Defined	0	0	0	0	0	0	1	100	0	0	0	0
Findings After Hearing	1		1		0		1		0		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	1	100	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	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
Retirement	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	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 - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2010Thru09-30					
	Previous Fiscal Year Data											
	2005	2006	2007	2008	2009							
Total complaints from previous Fiscal Years	91	97	104	105	71	52						
Total Complainants	52	70	87	88	57	46						
Number complaints pending												
Investigation	2	2	0	0	3	2						
ROI issued, pending Complainant's action	0	0	1	0	0	0						
Hearing	2	2	0	15	14	10						
Final Agency Action	23	32	36	16	5	3						
Appeal with EEOC Office of Federal Operations	0	1	3	3	3	3						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data											
	2005	2006	2007	2008	2009	2010Thru09-30						

Pending Complaints Where Investigations Exceed Required Time Frames	2	6	6	4	8	12
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