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

NRCS

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

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2010Tb00 20
	2005	2006	2007	2008	2009	2010Thru09-30
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 Pagis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	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
Complete to be Income			Com	parativ	e Data	ı
Complaints by Issue	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010Thru09- 30
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	2	1	8	15	8
Reassignment								-
Denied		1	0	0		0	0	0
Directed		6	2	3		3	10	1
Reasonable Accommodati	on	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 Emp	loyment	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	3	12	10	5
			Co	mpa	arativ	e Da	ata	
Processing Time]	Previou	s Fisca	l Ye	ar Da	ıta		2010Thru09-
	2005	2006	200	7	2008		2009	30
Complaints pending durin	g fiscal y	ear						
Average number of days in investigation	198.55	186.17	203.7	76	174.1	4 1	191.34	297.73
Average number of days in final action	357.15	264.26	280.0	50	580.1	7 5	586.59	229.43
Complaint pending during	fiscal ye	ar where	e hearin	ng w	as req	uest	ed	
Average number of days in investigation	216.39	190.82	196.3	31	174.3	3 1	189.00	373.20
Average number of days in final action	127.67	90.00	33.8	5	175.0	7 2	238.91	105.67
Complaint pending during	fiscal ye	ar where	e hearir	ng w	as not	req	uested	
Average number of	187.46	180.48	209.0	00	174.0	0 1	192.43	279.76

days in investigation												
Average number of days in final action	42	6.00	50	3.88	54′	7.92	81	813.88		4.07	273.12	
						C	om	parat	ive	Data		
Complaints Dismissed Agency	l by	,		Prev	ious	Fisc	al Y	Year I)ata	a	2010	Thru09-
			200	05 2	2006	200	07	2008	2	009		30
Total Complaints Dismisso Agency	ed b	у	6		3	3	}	6		0		5
Average days pending price dismissal	or to)	43	4 :	550	42	27	286		0	,	237
Com	pla	ints \	Witl	hdra	wn b	y Co	m	olaina	nts			
Total Complaints Withdra Complainants	wn	by	5		2	4	ļ	4		1		1
					(Com	par	ative	Da	ta		
Total Final Agency Actions Finding			Pre	eviou	s Fis	scal Y	Yea	r Data	a		2010	Thru09-
Discrimination	2	005 2006			20	007	2	008	2	009		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		2		0		1		1		1	
Without Hearing	1	50	0	0	0	0	0	0	1	100	1	100
With Hearing	1	50	2	100	0	0	1	100	0	0	0	0
Findings of Discrimination					(Comj	par	ative]	Dat	a		
Rendered by Basis			Pre	vious	s Fis	cal Y	Zea:	r Data	ì		2010	Thru09-
Note: Complaints can	2	005	2	2006	2	007	2	2008	2	2009		30
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		1		0		1		1		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0
Reprisal	1	50	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	0	0	1	100	0	0	0	0
Sex	$\frac{1}{2}$	100	0	0	0	0	1	100	1	100	0	0
		<u> </u>						<u> </u>	<u> </u>			
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	1	50	1	100	0	0	1	100	1	100	1	100
Disability	1	50	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 After Hearing	1		1		0		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	1	100	0	0	0	0
Sex	1	100	0	0	0	0	1	100	0	0	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	1	100	0	0	1	100	0	0	0	0
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 Without Hearing	0		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0

1	1	Т		1		1		T			1
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	1	100	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	1	100	1	100
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
				(Comp	para	ative]	Dat	a		
]	Pre	vious	Fis	cal Y	'eai	· Data	ı		2010	Thru09-
e 2005 2006 2007 2008 2009 30											
#	%	#	%	#	%	#	%	#	%	#	%
2		1		0		1		1		1	
0	0	0	0	0	0	0	0	0	0	0	0
1	50	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	1	100	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
1	50	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0
	O	O O O O O O O O O O	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	O	O	O	O	O	O	O	O

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												

Damatica		0		0		0		0		0	0	0
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	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												
Non-Sexual	1	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	0	0	0	0
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 Without Hearing	1		0		0		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	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	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	100	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	1	100	0	0	0	0	0	0	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	0	0	0	0	0	0	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	0	0	0	0	0	0
Pending Complaints I Previous Fiscal Years b				Pre	evious			iparat Year l		e Data ta		Thru09-
Trevious riseur reurs k		uus	20	05	2006	20	007	2008	3	2009		30
Total complaints from pr Fiscal Years	evio	us	9	1	97	1	04	105		71		52
Total Complainants			5	2	70		87	88	T	57		46
Number complaints per	ndin	g										
Investigation			2	2	2		0	0		3		2
ROI issued, pending Complainant's action	l		()	0		1	0		0		0
Hearing			2	2	2		0	15		14		10
Final Agency Action			2	3	32		36	16		5		3
Appeal with EEOC (Federal Operations	Offic	e of	()	1		3	3		3		3
							Com	parat	ive	e Data		
Complaint Investiga	ation	S		Pre	evious	Fis	cal `	Year l	Dat	ta	2010	Thru09-
			20	^=	2006		007	2008	. [2009		30

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