

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

NRCS (and below)

For 1st Quarter 2012 for period ending December 31, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Number of Complaints Filed	58	42	45	26	29	7
Number of Complainants	53	33	43	25	29	7
Repeat Filers	4	8	2	1	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	27	16	15	11	15	3
Color	10	4	5	1	2	0
Religion	0	0	1	0	0	1
Reprisal	26	24	25	13	16	2
Sex	20	14	12	8	10	4
National Origin	2	3	4	4	2	0

Equal Pay Act	2	0	0	0	0	0
Age	18	9	17	11	16	2
Disability	10	8	6	5	5	0
Non-EEO	4	2	3	1	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	0	1	0	0	3	0
Assignment of Duties	8	5	6	3	1	0
Awards	2	1	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	0	1	0	0
Reprimand	1	4	2	0	2	0
Suspension	1	1	1	1	2	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	1	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	5	2	7	3	3	0
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	20	17	19	6	10	3
Sexual	2	4	0	1	1	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	1	0	0	0	0	0
Promotion/Non-Selection	21	8	15	8	5	2
Reassignment						
Denied	0	0	0	0	0	0
Directed	3	3	10	1	2	1
Reasonable Accommodation	4	4	1	2	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	3	1	5	2	5	0
Terms/Conditions of Employment	1	0	0	0	4	0
Time and Attendance	2	5	2	0	0	0
Training	0	3	1	0	1	0
Other	23	12	10	5	5	1
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Complaints pending during fiscal year						
Average number of days in investigation	203.76	174.14	191.34	297.73	247.72	175.00
Average number of days in final action	280.60	580.17	586.59	229.43	291.11	267.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	196.31	174.33	189.00	373.20	262.08	174.33
Average number of days in final action	33.85	175.07	238.91	105.67	25.00	0

Total Number Findings	0		1		1		1		1		0		
Race	0	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	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	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0	0
Sex	0	0	1	100	1	100	0	0	0	0	0	0	0
National Origin	0	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	0
Age	0	0	1	100	1	100	1	100	1	100	0	0	0
Disability	0	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	0
Findings After Hearing													
	0		1		0		0		0		0		
Race	0	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	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0	0
Sex	0	0	1	100	0	0	0	0	0	0	0	0	0
National Origin	0	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	0
Age	0	0	1	100	0	0	0	0	0	0	0	0	0
Disability	0	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	0
Findings Without													
	0		0		1		1		1		0		

Promotion/Non-Selection	0	0	0	0	1	100	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	1	100	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												
	Previous Fiscal Year Data					2012Thru12-31							
	2007	2008	2009	2010	2011								
Total complaints from previous Fiscal Years	104	105	71	52	37	43							
Total Complainants	87	88	57	46	34	42							
Number complaints pending													
Investigation	0	0	3	2	4	13							
ROI issued, pending Complainant's action	1	0	0	0	0	1							
Hearing	0	15	14	11	11	20							
Final Agency Action	36	16	5	2	2	1							
Appeal with EEOC Office of Federal Operations	3	3	3	3	4	4							

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2012Thru12-31
	2007	2008	2009	2010	2011	
Pending Complaints Where Investigations Exceed Required Time Frames	6	4	8	12	6	8