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

NRCS (and below)

For 2nd Quarter 2012 for period ending March 31, 2012

			l			
Complaint Activity	Pr	evious	2012Thru03-31			
	2007	2008	2009	2010	2011	2012111ru05-51
Number of Complaints Filed	58	42	45	26	29	14
Number of Complainants	53	33	43	25	29	14
Repeat Filers	4	8	2	1	0	0

Complaints by Pasis	Comparative Data											
Complaints by Basis	Pro	evious]										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru03- 31						
Race	27	16	15	11	15	7						
Color	10	4	5	1	2	0						
Religion	0	0	1	0	0	2						
Reprisal	26	24	25	13	16	4						
Sex	20	14	12	8	10	7						
National Origin	2	3	4	4	2	1						

Equal Pay Act	2	0	0	0	0	0
Age	18	9	17	11	16	3
Disability	10	8	6	5	5	2
Non-EEO	4	2	3	1	1	0
Complete to be Income			Com	parativ	ve Data	L
Complaints by Issue	Pr	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.	2007	2008	2009	2010	2011	2012Thru03- 31
Appointment/Hire	0	1	0	0	3	0
Assignment of Duties	8	5	6	3	1	2
Awards	2	1	1	0	0	1
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	1
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	2
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	20	17	19	6	10	8
Sexual	2	4	0	1	1	0
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	ı	1	0		0	0	0	0
Promotion/Non-Selection	l	21	8	1	.5	8	5	4
Reassignment								
Denied		0	0	(0	0	0	0
Directed		3	3	1	.0	1	2	2
Reasonable Accommodat	ion	4	4		1	2	1	1
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	1
Time and Attendance		2	5		2	0	0	1
Training		0	3		1	0	1	0
Other		23	12	1	0	5	5	2
			Co	mp	ara	tive l	Data	
Processing Time		Previou	s Fisca	ıl Y	ear	Data		2012Thru03-
	2007	2008	200	9	20	10	2011	31
Complaints pending during	ng fiscal y	year						
Average number of days in investigation	203.76	174.14	191.:	34	297	7.73	247.72	180.20
Average number of days in final action	280.60	580.17	586.:	59	229	9.43	291.11	417.40
Complaint pending during	g fiscal yo	ear whe	re heari	ing	was	requ	ested	
Average number of days in investigation	196.31	174.33	189.0	00	373	3.20	262.08	186.50
Average number of days in final action	33.85	175.07	238.9	91	105	5.67	25.00	0

Complaint pending durin	g fi	scal y	yea1	whe	re h	ear	ing	wa	s not r	equ	iested		
Average number of days in investigation	20	9.00	1	74.00) 1	.92	.43	27	79.76	24	1.57	17	6.00
Average number of days in final action	54	17.92	2 813.88 714.07 2		27	273.12 306.76			417.40				
							C	om	parat	ive	Data		
Complaints Dismisse Agency	ed b	y		Pre	vio	us l	Fisc	al Y	Year I)ata	a	20127	hru03-
			20	007	200) 8	200	09	2010	2	011	•	31
Total Complaints Dismis Agency	sed	by		3	6		0)	5		1		1
Average days pending pr dismissal	ior 1	to	4	27	28	6	O)	237		51	1	46
Cor	npla	aints	Wi	ithdr	awı	n b	y C	o m]	plaina	nts	3		
Total Complaints Withdr Complainants	awr	ı by		4	4		1		1		2		0
						C	omp	ar	ative l	Dat	a		
Total Final Agency			Pr	eviou	ıs F	isc	al Y	ear	r Data	l		20127	
Actions Finding Discrimination	20	007	2008		200		9	2	010	2	011		31
	#	%	#	%	#	(%	#	%	#	%	#	%
Total Number Findings	0		1		1			1		1		0	
Without Hearing	0	0	0	0	1	1	00	1	100	1	100	0	0
With Hearing	0	0	1	100	0		0	0	0	0	0	0	0
Findings of						C	omj	par	ative]	Dat	a		
Discrimination Rendered by Basis			Pr	evio	us F	isc	al Y	Zea:	r Data	ì		2012	Thru03-
Note: Complaints can	2	007	2	2008		200)9	2	2010	2	2011		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#		% 0%	#	%	#	%	#	%

Total Number Findings	0		1		1		1		1		0	
Race	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
Religion	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
Sex	0	0	1	100	1	100	0	0	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	1	100	1	100	1	100	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 After Hearing	0		1		0		0		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	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	1	100	0	0	0	0	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	0	0	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
					1							
Findings Without	0		0		1		1		1		0	

Hearing												
Race	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
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	1	100	0	0	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	0	0	1	100	1	100	1	100	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 of Discrimination		005	Т	evious			eai	r Data	a —			Γhru03- 31
Rendered by Issue	2	007	2	8008	2	2009	2	010	2	011		J1
				1	1	1						
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	%	1	%	1	%	1	%	1	%	0	%
Total Number Findings Appointment/Hire	1	0	1	0		0	1	0		0		0
	0		1		1		1		1		0	
Appointment/Hire	0	0	1 0	0	1 0	0	0	0	1	0	0	0
Appointment/Hire Assignment of Duties	0 0	0 0	0 0	0	0 0	0 0	0 0	0 0 0	1 0 0	0	0 0 0	0
Appointment/Hire Assignment of Duties Awards	0 0 0	0 0 0	0 0 1	0 0 100	0 0	0 0	0 0	0 0 0	1 0 0	0 0	0 0 0 0	0 0
Appointment/Hire Assignment of Duties Awards Conversion to Full-time	0 0 0	0 0 0	0 0 1	0 0 100	0 0	0 0	0 0	0 0 0	1 0 0	0 0	0 0 0 0	0 0
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action	0 0 0 0	0 0 0	1 0 0 1 0	0 0 100 0	1 0 0 0 0 0 0	0 0 0	0 0 0	0 0 0 0	1 0 0 0	0 0 0	0 0 0 0	0 0 0
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion	0 0 0 0	0 0 0 0	1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 100 0	1 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 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0
Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion Reprimand	0 0 0 0 0	0 0 0 0	1 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 100 0	1 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 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0

			1						1			
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	0	0	1	100	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	1	100	0	0	0	0	0	0	0	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	1	100	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		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	1	100	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	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	0	0	1	100	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	1	100	0	0	0	0	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	1	100	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		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	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	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	0	0	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	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
						C	om	para	tive	Data	ļ	
Pending Complaints F Previous Fiscal Years b				Prev	ious	Fisca	al Y	Zear	Da	ta	20127	Thru03-
			20	07	2008	200)9	9 2010		2011	31	
Total complaints from pr Fiscal Years	eviou	ıs	10)4	105	71	1	52		37		43
Total Complainants			8	7	88	57	7	46		34		42
Number complaints per	ding	Ţ.										
Investigation			()	0	3		2		4		7
ROI issued, pending Complainant's action			1	I	0	0		0		0		0
Hearing			()	15	14	1	11		11		23
Final Agency Action			3	6	16	5		2		2		1
Appeal with EEOC C												

			Com	parativ	ve Data	1
Complaint Investigations	Pro	evious I	ata	2012Thru03-		
	2007	2008	2009	2010	2011	31
Pending Complaints Where Investigations Exceed Required Time Frames	6	4	8	12	5	10