

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

NRCS (and below)

For 4th Quarter 2011 for period ending September 30, 2011

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Number of Complaints Filed	58	58	42	45	26	29
Number of Complainants	56	53	33	43	25	29
Repeat Filers	2	4	8	2	1	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	2011Thru09-30
Race	29	27	16	15	11	15
Color	8	10	4	5	1	1
Religion	1	0	0	1	0	0
Reprisal	29	26	24	25	13	14
Sex	18	20	14	12	8	9
National Origin	9	2	3	4	4	2

Equal Pay Act	1	2	0	0	0	0
Age	21	18	9	17	11	15
Disability	6	10	8	6	5	5
Non-EEO	0	4	2	3	1	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2006	2007	2008	2009	2010	
Appointment/Hire	2	0	1	0	0	3
Assignment of Duties	6	8	5	6	3	1
Awards	0	2	1	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	1	0
Reprimand	2	1	4	2	0	2
Suspension	0	1	1	1	1	2
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	1
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	4	5	2	7	3	1
Examination/Test	0	0	1	0	0	0
Harassment						
Non-Sexual	13	20	17	19	6	10
Sexual	1	2	4	0	1	1
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	1	0	0	0	0
Promotion/Non-Selection	24	21	8	15	8	4
Reassignment						
Denied	0	0	0	0	0	0
Directed	2	3	3	10	1	2
Reasonable Accommodation	1	4	4	1	2	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	4	3	1	5	2	5
Terms/Conditions of Employment	4	1	0	0	0	4
Time and Attendance	1	2	5	2	0	0
Training	2	0	3	1	0	0
Other	22	23	12	10	5	4
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2011Thru09-30
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation	186.17	203.76	174.14	191.34	297.73	295.76
Average number of days in final action	264.26	280.60	580.17	586.59	229.43	291.11
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	190.82	196.31	174.33	189.00	373.20	265.36
Average number of days in final action	90.00	33.85	175.07	238.91	105.67	25.00

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

Promotion/Non-Selection	0	0	0	0	0	0	0	1	100	0	0	0	0
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	1	100
Reasonable Accommodation	0	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	0
Retirement	0	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	0
Terms/Conditions of Employment	0	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	0
Training	0	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	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data												
	Previous Fiscal Year Data					2011Thru09-30							
	2006	2007	2008	2009	2010								
Total complaints from previous Fiscal Years	97	104	105	71	52	37							
Total Complainants	70	87	88	57	46	34							
Number complaints pending													
Investigation	2	0	0	3	2	4							
ROI issued, pending Complainant's action	0	1	0	0	0	0							
Hearing	2	0	15	14	11	11							
Final Agency Action	32	36	16	5	2	2							
Appeal with EEOC Office of Federal Operations	1	3	3	3	3	4							

