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

NRCS (and below)

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

			Cor	nparati	ive Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2012Thru12-31
	2007	2008	2009	2010	2011	20121111412-31
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 Pagis			Com	parativ	e Data	ı
Complaints by Basis	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.	2007	2008	2009	2010	2011	2012Thru12- 31
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
Commissinta by Isano			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	2012Thru12- 31
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	1	5	8	5	2
Reassignment								
Denied		0	0	(O	0	0	0
Directed		3	3	1	0	1	2	1
Reasonable Accommodat	ion	4	4]	1	2	1	0
Reinstatement		0	0	(C	0	0	0
Retirement		0	0	(0	0	0	0
Termination		3	1	4	5	2	5	0
Terms/Conditions of Employment		1	0	(0	0	4	0
Time and Attendance		2	5	2	2	0	0	0
Training		0	3	1	1	0	1	0
Other		23	12	1	0	5	5	1
			Co	mp	ara	tive I	Data	
Processing Time]	Previou	revious Fisca			Data		2012Thru12-
	2007	2008	200	9	20	10	2011	31
Complaints pending during	ng fiscal y	/ear						
Average number of days in investigation	203.76	174.14	191.:	191.34		7.73	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	g fiscal yo	ear when	e heari	ng	was	reque	ested	
Average number of days in investigation	196.31	174.33	189.0	00	373	3.20	262.08	174.33
Average number of days in final action	33.85	175.07	238.9	91	105	5.67	25.00	0

Commission # 1! 1 '	~ [.	a a c 1		1.	1.				a == 4		1		
Complaint pending durin	g fi	scal y	/eai	r whe	re h	earır	ıg	wa	s not 1	equ	ested		
Average number of days in investigation	20	9.00	1	74.00	1	92.4	3	27	79.76	24	1.57	17	5.50
Average number of days in final action	54	17.92	8	13.88	3 7	14.0	7	27	73.12	30	6.76	26	7.00
							C	om	parat	ive	Data		
Complaints Dismisse Agency	ed b	y	Г	Pre	Previous Fiscal Year Data								hru12-
rigency			20	007	200	8 2	2009		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	286	5	0		237		51	1	46
Cor	npla	aints	W	ithdr	awn	by	Co	m	plaina	nts			
Total Complaints Withdr Complainants	awr	n by		4	4		1		1		2		0
						Cor	np	ar	ative l	Dat	a		
Total Final Agency			Pr	eviou	evious Fiscal Year Data 2012Th								
Actions Finding Discrimination	20	007	2	008	2	2009		2	010	2	011		31
	#	%	#	%	#	%		#	%	#	%	#	%
Total Number Findings	0		1		1			1		1		0	
Without Hearing	0	0	0	0	1	100	О	1	100	1	100	0	0
With Hearing	0	0	1	100	0	0		0	0	0	0	0	0
Findings of						Coı	mp	ar	ative]	Dat	a		
Discrimination Rendered by Basis			Pr	eviou	ıs F	iscal	ΙΥ	'ea	r Data	ì		2012	Thru12-
Note: Complaints can	2	007	2	2008	2	2009		2	2010	2	011		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%)	#	%	#	%	#	%

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			Т	evious			eai	r Data	a			Γhru12- 31
Rendered by Issue		007		2008		2009	2	010	2	011		31
	#	Δ/	1 44									
	<u> "</u>	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	%	1	%	1	%	1	%	1	%	0	0/0
Total Number Findings Appointment/Hire	1	0		0		0	1	0		0		0
	0		1		1		1		1		0	
Appointment/Hire	0	0	0	0	1 0	0	0	0	1 0	0	0	0
Appointment/Hire Assignment of Duties	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	1 0 0	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	1 0 0	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 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 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 0 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 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	l.	
Pending Complaints F Previous Fiscal Years by				Pre	vious	s Fisca	al Y	Zear	Da	ta	20127	Րhru12-
	,		20	07	2008	3 200)9	201	0	2011		31
Total complaints from pro Fiscal Years	eviou	ıs	10	04	105	71	1	52		37		43
Total Complainants			8	7	88	57	7	46		34		42
Number complaints pen	ding	5										
Investigation			(0	0	3		2		4		13
ROI issued, pending Complainant's action				1	0	0		0		0		1
Hearing			(0	15	14	1	11		11		20
Final Agency Action			3	6	16	5		2		2		1
Appeal with EEOC C Federal Operations	ffice	of	3	3	3	3		3		4		4

	Comparative Data									
Complaint Investigations	Pro	evious]	Fiscal \	Year D	ata	2012Thru12-				
	2007	2008	2009	2010	2011	31				
Pending Complaints Where Investigations Exceed Required Time Frames	6	4	8	12	6	8				