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

## NRCS (and below)

For 3rd Quarter 2012 for period ending June 30, 2012

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2012Thru06-30
	2007	2008	2009	2010	2011	20121Hru00-30
Number of Complaints Filed	58	42	45	26	29	27
Number of Complainants	53	33	43	25	29	27
Repeat Filers	4	8	2	1	0	0

Complaints by Pagis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious 1	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	2012Thru06- 30
Race	27	16	15	11	15	14
Color	10	4	5	1	2	5
Religion	0	0	1	0	0	2
Reprisal	26	24	25	13	16	9
Sex	20	14	12	8	10	13
National Origin	2	3	4	4	2	3

Equal Pay Act	2	0	0	0	0	0
Age	18	9	17	11	16	11
Disability	10	8	6	5	5	5
Non-EEO	4	2	3	1	1	2
Compleints by Issue			Com	parativ	ve 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.	2007	2008	2009	2010	2011	2012Thru06- 30
Appointment/Hire	0	1	0	0	3	0
Assignment of Duties	8	5	6	3	1	2
Awards	2	1	1	0	0	2
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	3
Suspension	1	1	1	1	2	1
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	4
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	20	17	19	6	10	16
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	6
Reassignment			-					-
Denied		0	0	(	O	0	0	0
Directed		3	3	1	0	1	2	2
Reasonable Accommodat	ion	4	4		1	2	1	3
Reinstatement		0	0	(	0	0	0	0
Retirement		0	0	(	O	0	0	0
Termination		3	1		5	2	5	0
Terms/Conditions of Employment		1	0	(	0	0	4	2
Time and Attendance		2	5		2	0	0	3
Training		0	3		1	0	1	1
Other		23	12	1	0	5	5	3
			Co	mp	ara	tive l	Data	
<b>Processing Time</b>	]	Previou	s Fisca	ıl Y	ear	Data		2012Thru06-
	2007	2008	200	9	20	10	2011	30
Complaints pending during	ng fiscal y	year						
Average number of days in investigation	203.76	174.14	191.:	34	297	7.73	315.51	183.93
Average number of days in final action	280.60	580.17	586.:	59	229	9.43	291.11	272.12
Complaint pending during	g fiscal ye	ear whe	re heari	ng	was	requ	ested	
Average number of days in investigation	196.31	174.33	189.0	00	373	3.20	362.07	179.00
Average number of days in final action	33.85	175.07	238.9	91	105	5.67	25.00	20.50

Complaint pending durin	g fi	scal y	/ear	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	29	3.03	18	37.87
Average number of days in final action	54	17.92	8	13.88	3 7	714	.07	27	73.12	30	6.76	35	6.00
							C	om	parat	ive	Data		
Complaints Dismisse Agency	ed b	y		Pre	viou	us l	Fisc	al Y	Year I	)ata	a	2012Thru06-	
			20	007	200	<b>)8</b>	200	09	2010	2011		•	30
Total Complaints Dismis Agency	sed	by		3	6		0		5		1		3
Average days pending pr dismissal	ior	to	4	27	28	286		237			51	9	96
Cor	npla	aints	Wi	ithdr	awı	n b	y C	om <sub>]</sub>	plaina	nts	3		
Total Complaints Withdr Complainants	awr	ı by		4	4		1		1		2		0
						C	omp	ar	ative l	Dat	a		
<b>Total Final Agency</b>			Pr	eviou	ıs F	isc	al Y	ear	r Data	l		20127	
Actions Finding Discrimination	20	007	2	008	20		2009		2010		011		30
	#	%	#	%	#	9	%	#	%	#	%	#	%
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	Π					C	omj	par	ative ]	Dat	a		
Discrimination Rendered by Basis	Г		Pr	evio	us F	isc	al Y	Zea	r Data	ì		2012	Thru06-
Note: Complaints can	2	007	2	2008		200	)9	2	2010	2	2011		30
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 —			Γhru06- 30
Rendered by Issue		007	-	2008	2	2009	2	010	2	011		30
						1						
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	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	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 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 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	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	omi	para	tive	Data		
<b>Pending Complaints F</b>						C.				Duta		
				Prev	ious	s Fisca						Ր <b>հ</b> ru06-
Previous Fiscal Years b			20		ious 2008	s Fisca	al Y		Dat		20127	Ր <b>hru06</b> - 30
	y Sta	tus				s Fisca	al Y	ear	Dat	ta	20127	
Previous Fiscal Years b  Total complaints from pr	y Sta	tus	10	07	2008	Fisca 3 200	al Y	ear 2010	Dat	ta 2011	20127	30
Total complaints from pr Fiscal Years	y Sta	itus is	10	07   2	2008 105	5 Fisca 200	al Y	<b>201</b> (52	Dat	2011 36	20127	42
Total complaints from pr Fiscal Years  Total Complainants	y Sta	itus is	8	07   2	2008 105	5 Fisca 200	al Y	<b>201</b> (52	Dat	2011 36	20127	42
Previous Fiscal Years b  Total complaints from pr Fiscal Years  Total Complainants  Number complaints per	y Sta	itus is	8	04	2008 105 88	5 Fisca 200 71 57	99   1   1   1   1   1   1   1   1   1	<b>201</b> (52)	Dat	2011 36 33	20127	42 41
Previous Fiscal Years b  Total complaints from pr Fiscal Years  Total Complainants  Number complaints per Investigation  ROI issued, pending	y Sta	itus is	8	04	105 88	5 Fisca 200 71 57	al <b>Y</b>	<b>201</b> 0 52 46	Dat	2011 36 33	20127	42 41 2
Total complaints from pr Fiscal Years  Total Complainants  Number complaints per  Investigation  ROI issued, pending Complainant's action	y Sta	itus is	8	04 27 20 1	2008 105 88 0	5 Fisca 200 71 57	77 14	7ear 2010 52 46	Dat	2011 36 33 1 0	20127	42 41 2 0

			Com	parati	ve Data	1
<b>Complaint Investigations</b>	Pro	evious	Fiscal `	Year D	ata	2012Thru06-
	2007	2008	2009	2010	2011	30
Pending Complaints Where Investigations Exceed Required Time Frames	6	4	8	8	1	7