

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

NRCS (and below)

For 1st Quarter 2021 for period ending December 31, 2020

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2021Thru12-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Number of Complaints Filed | 20 | 26 | 40 | 26 | 17 | 3 |
| Number of Complainants | 20 | 25 | 40 | 26 | 17 | 3 |
| Repeat Filers | 0 | 1 | 0 | 0 | 0 | 0 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021Thru12-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 10 | 10 | 13 | 9 | 8 | 1 |
| Color | 2 | 2 | 4 | 6 | 4 | 1 |
| Religion | 3 | 2 | 0 | 2 | 1 | 0 |
| Reprisal | 6 | 13 | 20 | 15 | 8 | 2 |
| Sex | 9 | 10 | 24 | 13 | 6 | 2 |
| PDA | 0 | 0 | 1 | 0 | 0 | 0 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|------------------------|
| National Origin | 2 | 5 | 5 | 4 | 2 | 1 |
| Equal Pay Act | 0 | 0 | 3 | 0 | 0 | 0 |
| Age | 3 | 6 | 12 | 8 | 7 | 1 |
| Disability | 5 | 8 | 12 | 9 | 10 | 0 |
| Genetics | 1 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 2 | 2 | 6 | 3 | 3 | 1 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021 Thru 12-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Appointment/Hire | 0 | 4 | 0 | 2 | 4 | 1 |
| Assignment of Duties | 4 | 5 | 4 | 2 | 4 | 0 |
| Awards | 0 | 0 | 1 | 0 | 0 | 0 |
| Conversion to Full Time/Perm Status | 0 | 0 | 1 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprimand | 2 | 3 | 11 | 3 | 1 | 0 |
| Suspension | 0 | 2 | 4 | 2 | 1 | 0 |
| Removal | 0 | 1 | 2 | 0 | 3 | 0 |
| Other | 0 | 0 | 2 | 0 | 2 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Perf. Eval./ Appraisal | 6 | 3 | 5 | 5 | 6 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 11 | 14 | 27 | 13 | 9 | 0 |

| | | | | | | |
|-------------------------------------|---|---|----|---|---|---|
| Sexual | 1 | 0 | 3 | 1 | 0 | 0 |
| Medical Examination | 0 | 0 | 0 | 1 | 0 | 0 |
| Pay including overtime | 1 | 0 | 4 | 1 | 0 | 0 |
| Promotion/Non-Selection | 4 | 5 | 8 | 7 | 3 | 2 |
| Reassignment | | | | | | |
| Denied | 0 | 0 | 3 | 2 | 0 | 0 |
| Directed | 0 | 0 | 0 | 7 | 2 | 0 |
| Reasonable Accommodation Disability | 3 | 3 | 5 | 3 | 2 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 0 | 1 | 0 | 0 | 0 | 0 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 0 |
| Telework | 0 | 2 | 10 | 1 | 0 | 0 |
| Termination | 2 | 2 | 4 | 0 | 0 | 0 |
| Terms/Conditions of Employment | 5 | 8 | 20 | 9 | 1 | 0 |
| Time and Attendance | 3 | 1 | 5 | 5 | 1 | 0 |
| Training | 3 | 1 | 4 | 1 | 0 | 0 |
| Other | | | | | | |
| User Defined - Other 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| User Defined - Other 4 | 0 | 0 | 0 | 0 | 0 | 0 |

| Processing Time | Comparative Data | | | | | |
|--|---------------------------|--------|--------|--------|--------|---------------|
| | Previous Fiscal Year Data | | | | | 2021Thru12-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 206.46 | 161.64 | 198.10 | 177.70 | 217.81 | 142.00 |
| Average number of days in final action | 44.64 | 85.00 | 36.00 | 30.42 | 32.33 | 23.25 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation | 198.00 | 171.06 | 164.36 | 178.63 | 250.09 | 132.00 |
| Average number of days in final action | 71.67 | 112.17 | 28.00 | 17.00 | 17.90 | 19.40 |
| Complaint pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation | 212.14 | 139.00 | 276.83 | 176.43 | 182.30 | 144.50 |
| Average number of days in final action | 34.17 | 78.00 | 52.00 | 45.33 | 45.45 | 29.67 |
| Complaints Dismissed by Agency | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021Thru12-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Total Complaints Dismissed by Agency | 2 | 4 | 5 | 1 | 0 | 0 |
| Average days pending prior to dismissal | 57 | 56 | 10 | 842 | 0 | 0 |
| Complaints Withdrawn by Complainants | | | | | | |
| Total Complaints Withdrawn by Complainants | 3 | 0 | 0 | 1 | 2 | 0 |

| | | | | | | | | | | | | |
|---|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Findings of Discrimination Rendered by Issue | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2021Thru12-31 | |
| | 2016 | | 2017 | | 2018 | | 2019 | | 2020 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 0 | | 0 | | 0 | | 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/Perm Status | 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 |
| Perf. Eval./ 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| | Previous Fiscal Year Data | | | | | 2021Thru12-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Total complaints from previous Fiscal Years | 27 | 22 | 19 | 28 | 23 | 30 |
| Total Complainants | 27 | 21 | 19 | 28 | 23 | 30 |
| Number complaints pending | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 0 | 1 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 0 |
| Hearing | 27 | 21 | 18 | 27 | 23 | 25 |
| Final Agency Action | 0 | 1 | 1 | 1 | 0 | 1 |
| Appeal with EEOC Office of Federal Operations | 7 | 11 | 13 | 15 | 17 | 22 |
| Complaint Investigations | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2021Thru12-31 |
| | 2016 | 2017 | 2018 | 2019 | 2020 | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 0 | 0 | 0 | 0 | 0 | 0 |