

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

NRCS

For 4th Quarter 2007 for period ending September 30, 2007

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Number of Complaints Filed				58	60	63
Number of Complainants				50	58	58
Repeat Filers				2	2	4
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	
Race				26	29	28
Color				8	8	10
Religion				4	1	0
Reprisal				32	31	31
Sex				23	20	23

National Origin				7	9	3
Equal Pay Act				5	2	2
Age				21	21	19
Disability				11	6	11
Non-EEO				0	0	5
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	
Appointment/Hire				6	2	0
Assignment of Duties				17	7	11
Awards				0	0	2
Conversion to Full-time				0	0	0
Disciplinary Action						
Demotion				4	0	1
Reprimand				2	2	2
Suspension				0	0	1
Removal				0	0	0
Other				1	0	0
Duty Hours				0	0	0
Evaluation Appraisal				6	4	7
Examination/Test				0	0	0
Harassment						
Non-Sexual				15	14	24
Sexual				2	2	2

Medical Examination				0	0	0
Pay (Including Overtime)				0	0	1
Promotion/Non-Selection				18	24	22
Reassignment						
Denied				1	0	0
Directed				6	3	4
Reasonable Accommodation				2	1	5
Reinstatement				1	0	0
Retirement				1	0	0
Termination				5	4	3
Terms/Conditions of Employment				16	4	3
Time and Attendance				2	1	2
Training				4	2	1
Other				15	23	24
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Complaints pending during fiscal year						
Average number of days in investigation				185.04	184.56	199.70
Average number of days in final action				357.15	264.26	302.86
Complaint pending during fiscal year where hearing was						

requested											
Average number of days in investigation					181.33	193.88	151.00				
Average number of days in final action					127.67	90.00	35.36				
Complaint pending during fiscal year where hearing was not requested											
Average number of days in investigation					185.62	178.89	203.02				
Average number of days in final action					426.00	503.88	570.36				
Complaints Dismissed by Agency	Comparative Data										
	Previous Fiscal Year Data										2007Thru09-30
	2002	2003	2004	2005	2006						
Total Complaints Dismissed by Agency					6	3	3				
Average days pending prior to dismissal					434	550	427				
Complaints Withdrawn by Complainants											
Total Complaints Withdrawn by Complainants					5	2	4				
Total Final Agency Actions Finding Discrimination	Comparative Data										
	Previous Fiscal Year Data										2007Thru09-30
	2002	2003	2004	2005	2006						
	#	%	#	%	#	%	#	%	#	%	#

Total Number Findings							2		1		0	
Without Hearing							1	50	0	0	0	0
With Hearing							1	50	1	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-30	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							2		1		0	
Race							0	0	0	0	0	0
Color							0	0	0	0	0	0
Religion							0	0	0	0	0	0
Reprisal							1	50	0	0	0	0
Sex							2	100	0	0	0	0
National Origin							0	0	0	0	0	0
Equal Pay Act							0	0	0	0	0	0
Age							1	50	1	100	0	0
Disability							1	50	0	0	0	0
Non-EEO							0	0	0	0	0	0
Findings After Hearing							1		1		0	

Race							0	0	0	0	0	0
Color							0	0	0	0	0	0
Religion							0	0	0	0	0	0
Reprisal							1	100	0	0	0	0
Sex							1	100	0	0	0	0
National Origin							0	0	0	0	0	0
Equal Pay Act							0	0	0	0	0	0
Age							0	0	1	100	0	0
Disability							0	0	0	0	0	0
Non-EEO							0	0	0	0	0	0
Findings Without Hearing							1		0		0	
Race							0	0	0	0	0	0
Color							0	0	0	0	0	0
Religion							0	0	0	0	0	0
Reprisal							0	0	0	0	0	0
Sex							1	100	0	0	0	0
National Origin							0	0	0	0	0	0
Equal Pay Act							0	0	0	0	0	0
Age							1	100	0	0	0	0
Disability							1	100	0	0	0	0
Non-EEO							0	0	0	0	0	0
Findings of Discrimination Rendered by	Comparative Data											
	Previous Fiscal Year Data										2007Thru09-	

	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings							2		1		0	
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							1	50	0	0	0	0
Awards							0	0	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	0	0
Removal							0	0	0	0	0	0
Other							0	0	0	0	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							1	50	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							2	100	0	0	0	0
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	1	100	0	0
Promotion/Non-Selection							0	0	0	0	0	0

Reassignment												
Denied							0	0	0	0	0	0
Directed							0	0	0	0	0	0
Reasonable Accommodation							0	0	0	0	0	0
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0
Termination							0	0	0	0	0	0
Terms/Conditions of Employment							0	0	0	0	0	0
Time and Attendance							0	0	0	0	0	0
Training							0	0	0	0	0	0
Other - User Defined							0	0	0	0	0	0
Findings After Hearing							1		1		0	
Appointment/Hire							0	0	0	0	0	0
Assignment of Duties							0	0	0	0	0	0
Awards							0	0	0	0	0	0
Conversion to Full-time							0	0	0	0	0	0
Disciplinary Action												
Demotion							0	0	0	0	0	0
Reprimand							0	0	0	0	0	0
Suspension							0	0	0	0	0	0
Removal							0	0	0	0	0	0

Other							0	0	0	0	0	0
Duty Hours							0	0	0	0	0	0
Evaluation Appraisal							0	0	0	0	0	0
Examination/Test							0	0	0	0	0	0
Harassment												
Non-Sexual							1	100	0	0	0	0
Sexual							0	0	0	0	0	0
Medical Examination							0	0	0	0	0	0
Pay (Including Overtime)							0	0	1	100	0	0
Promotion/Non-Selection							0	0	0	0	0	0
Reassignment												
Denied							0	0	0	0	0	0
Directed							0	0	0	0	0	0
Reasonable Accommodation							0	0	0	0	0	0
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0
Termination							0	0	0	0	0	0
Terms/Conditions of Employment							0	0	0	0	0	0
Time and Attendance							0	0	0	0	0	0
Training							0	0	0	0	0	0
Other - User Defined							0	0	0	0	0	0

Findings Without Hearing						1		0		0	
Appointment/Hire						0	0	0	0	0	0
Assignment of Duties						1	100	0	0	0	0
Awards						0	0	0	0	0	0
Conversion to Full-time						0	0	0	0	0	0
Disciplinary Action											
Demotion						0	0	0	0	0	0
Reprimand						0	0	0	0	0	0
Suspension						0	0	0	0	0	0
Removal						0	0	0	0	0	0
Other						0	0	0	0	0	0
Duty Hours						0	0	0	0	0	0
Evaluation Appraisal						1	100	0	0	0	0
Examination/Test						0	0	0	0	0	0
Harassment											
Non-Sexual						1	100	0	0	0	0
Sexual						0	0	0	0	0	0
Medical Examination						0	0	0	0	0	0
Pay (Including Overtime)						0	0	0	0	0	0
Promotion/Non-Selection						0	0	0	0	0	0
Reassignment											
Denied						0	0	0	0	0	0

Directed							0	0	0	0	0	0
Reasonable Accommodation							0	0	0	0	0	0
Reinstatement							0	0	0	0	0	0
Retirement							0	0	0	0	0	0
Termination							0	0	0	0	0	0
Terms/Conditions of Employment							0	0	0	0	0	0
Time and Attendance							0	0	0	0	0	0
Training							0	0	0	0	0	0
Other - User Defined							0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2007Thru09-30						
	2002	2003	2004	2005	2006							
Total complaints from previous Fiscal Years				91	97	105						
Total Complainants				33	43	57						
Number complaints pending												
Investigation				2	2	0						
ROI issued, pending Complainant's action				0	0	1						
Hearing				22	19	24						
Final Agency Action				23	32	40						
Appeal with EEOC Office of Federal Operations				0	1	3						
Complaint	Comparative Data											

	Previous Fiscal Year Data					2007Thru09-30
	2002	2003	2004	2005	2006	
Pending Complaints Where Investigations Exceed Required Time Frames				2	6	8