

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act of 2002 Title III:

Agency/Sub-element: NRCS

Date as of 09/30/2006 – End of 4th Quarter FY 2006

Complaint Activity

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Activity	2006end of4 th QTR	2005	2004	2003	2002	2001
Number of Complaints Filed in FY 1614.704(a)	57	58				
Number of Complainants 1614.704(b)	55	50				
Repeat Filers 1614.704(c)	2	2				

Complaints by Issue

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Issue	2006end of4 th QTR	2005	2004	2003	2002	2001
	Appointment/Hire	1	6			
Assignment of Duties	6	17				

Conversion to Full-time	0	0				
Disciplinary Action						
Demotion	0	4				
Reprimand	2	2				
Suspension	0	0				
Removal	0	0				
Other	0	1				
Duty Hours	0	0				
Evaluation Appraisal	4	6				
Examination/Test	0	0				
Harassment						
Non-Sexual	12	15				
Sexual	1	2				
Medical Examination	0	0				
Pay (Including Overtime)	0	0				
Promotion/Non-Selection	23	18				
Reassignment						
Denied	0	1				
Directed	2	6				
Reasonable Accommodation	1	2				
Reinstatement	0	1				
Retirement	0	1				

Terms/Conditions of Employment	4	16				
Time and Attendance	1	2				
Training	2	4				
Other	21	15				

Complaints by Basis

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Basis						
	2006end of 4 th QTR	2005	2004	2003	2002	2001
Race	26	26				
Color	8	8				
Religion	1	4				
National Origin	9	7				
Sex (including complaints filed under Equal Pay Act)	16	25				
Disability	7	11				
Age	21	21				
Reprisal	28	32				
Other (Non-EEO)	6	19				

Complaints Pending from Previous Fiscal Years by Status

29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Pending Status						
	2006end of 4 th QTR	2005	2004	2003	2002	2001
Total complaints from previous Fiscal Years 704(k)(1)	98	92				

Total Complainants 704(k)(2)	44	33				
Number complaints pending [as of 9/30]: 704(k)(3)						
Investigation	17	16				
ROI issued, pending Complainant's action	1	28				
Hearing	32	50				
Final Agency Action	37	32				
Appeal with EEOC Office of Federal Operations	0	1				

Processing Time (Average Days)

29 CFR §1614.704(f)			
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is accomplished during any time of the then fiscal year..."	2006end of 4 th QTR		
	Number	Average Days	
All complaints in Investigative Stage	1614.704(f)(1)	44	183.95
All complaints in Final Agency Action Stage		12	307
All complaints in which Hearing was not requested	1614.704(f)(2)	24	241
Time in Investigation Stage		16	162.19
Time to issue Final Agency Action		8	398.62
All complaints in which a Hearing was requested		1614.704(f)(3)	32
Time in Investigation Stage	28		196.39
Time to issue Final Agency Action	4		123.75

Complaints Dismissed by Agency

Denied														
Reassignment - Directed	0	0	0	0										
Reasonable Accommodation	0	0	0	0										
Reinstatement	0	0	0	0										
Retirement	0	0	0	0										
Termination	0	0	0	0										
Terms/Conditions of Employment	1	50	0	0										
Time and Attendance	0	0	0	0										
Training	0	0	0	0										
Other - User Defined	0	0	0	0										

Complaint Investigations

29 CFR §1614.704(l)		29 CFR §1614.705 Comparative Data				
Investigations	Previous Fiscal Year Data					
	2006end of 4 th QTR	2005	2004	2003	2002	2001
Number Pending Completion of Investigation	19	17				
Pending Investigations Over Required Time Frames	7	3				