

# 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 <sup>th</sup> 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 <sup>th</sup> QTR	2005	2004	2003	2002	2001
	Appointment/Hire	1	6			
Assignment of Duties	6	17				
Awards	0	0				
Conversion to Full-	0	0				

time						
<b>Disciplinary Action</b>						
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				
<b>Harassment</b>						
Non-Sexual	12	15				
Sexual	1	2				
Medical Examination	0	0				
Pay (Including Overtime)	0	0				
Promotion/Non-Selection	23	18				
<b>Reassignment</b>						
Denied	0	1				
Directed	2	6				
Reasonable Accommodation	1	2				
Reinstatement	0	1				
Retirement	0	1				
Termination	5	5				
Terms/Conditions of Employment	4	16				

Time and Attendance	1	2				
Training	2	4				
Other	21	15				

Complaints by Basis

<b>29 CFR §1614.704(d)</b>		<b>29 CFR §1614.705 Comparative Data Previous Fiscal Year Data</b>				
<b>Basis</b>	<b>2006end of 4<sup>th</sup>QTR</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>
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

<b>29 CFR §1614.704(k)</b>		<b>29 CFR §1614.705 Comparative Data Previous Fiscal Year Data</b>				
<b>Pending Status</b>	<b>2006end of 4<sup>th</sup>QTR</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>
Total Complainants 704(k)(2)	44	33				

<b>Number complaints pending [as of 9/30]: 704(k)(3)</b>						
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)**

<b>29 CFR §1614.704(f)</b>			
<b>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..."</b>		<b>2006end of 4<sup>th</sup>QTR</b>	
		<b>Number</b>	<b>Average Days</b>
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		32	187.31
Time in Investigation Stage	1614.704(f)(3)	28	196.39
Time to issue Final Agency Action		4	123.75

**Complaints Dismissed by Agency**

<b>29 CFR §1614.704(g)</b>	<b>29 CFR §1614.705 Comparative Data Previous Fiscal Year Data</b>
<b>Complaints</b>	







Directed														
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 Previous Fiscal Year Data				
Investigations						
	2006end of 4 <sup>th</sup> QTR	2005	2004	2003	2002	2001
Number Pending Completion of Investigation	19	17				
Pending Investigations Over Required Time Frames	7	3				