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 ^{thQTR}	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 DataPrevious Fiscal Year Data							
Issue	DataFrevious Fiscal Teal Data								
	2006end of4 ^{thQTR} 2005 2004 2003 2002 2003								
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 §1614.7	704(d)	29 CFR §1614.705 Comparative DataPrevious Fiscal Year Data								
Basis		Da	taPrevio	us Fisca	l Year D	ata				
	2006end of4 ^{thQTR}	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 §1614.7	29 CFR §1614.704(k)			29 CFR §1614.705 Comparative DataPrevious Fiscal Year Data						
Pending Status	DataPrevious Fiscal Tear Data									
	2006end of4 ^{thQTR} 2005 2004 2003 2002 200									
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	§1614.70	4(f)
	\sim 1 1 \sim	310111/0	1(1/

29 CFR §1014.704(1)			
Processing Time "post the ave	-	2006end	l of4 ^{thQTR}
it takes to complete each step every complaint that is accomptime of the then fiscal	olished during any	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	187.31
Time in Investigation Stage		28	196.39
Time to issue Final Agency Action		4	123.75

Complaints Dismissed by Agency

29 CFR §1614.70	29 CFR §1614.704(g)			29 CFR §1614.705 Comparative DataPrevious Fiscal Year Data							
Complaints Dismissed by Agency Pursuant to 1614.107(a)		Datarievious riscai Tear Data									
	2006end of4 ^{thQTR}	2005	2004	2003	2002	2001					
Total Complaints Dismissed by Agency	1	6									
Average days pending prior to dismissal	381	434									

Total Final Agency Actions Finding Discrimination

29 CFR §1614	.704((h)	29 CFR §1614.705 Comparative DataPrevious Fiscal Year Data									
Finding Discrimination	20	2006end										001
	of ²	4 ^{thQTR}	2005		2004		2003		2002		20	<i>J</i> 01
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	1		2									
Without Hearing 704(h)(2)	0	0	0	0								
With Hearing 704(h)(3)	1	100	2	100								

Findings of Discrimination Rendered by Basis

29 CFR §1614.7	704(i	1)	29 CFR §1614.705 Comparative DataPrevious Fiscal Year Data									
Basis	DataFlevious Fiscal Teal Data											
	200 of	2006end of4 ^{thQTR}		2005		2004		2003		2002		001
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	4		14									
Number Findings Rendered Without Hearing 704(i)(2)	0	0	0	0								
Number Findings	4	100	14	100								

RenderedAfter Hearing 704(i)(3)								
Race	2	50	0	0				
Color	0	0	0	0				
Religion	0	0	0	0				
National Origin	0	0	0	0				
Sex (include Equal Pay Act)	0	0	4	29				
Disability	0	0	6	43				
Age	0	0	3	21				
Reprisal	2	50	1	7				

Number of complaints in the details pop-up may be less than the count displayed in the report, as each complaint can have multiple issues and bases

Findings of Discrimination Rendered by Issue

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative DataPrevious Fiscal Year Data										
Issue													
	2006end of4 ^{thQTR}		2	005	2004		2003		2002		20	001	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(j)(1)	2		4										
Findings Without Hearing 704(j)(2)	0	0	0	0									
Findings After Hearing 704(j)(3)	2	100	4	100									
Appointment/Hire	0	0	0	0									
Assignment of Duties	0	0	1	25									
Awards	0	0	0	0									

Conversion to Full-time	0	0	0	0				
Disciplinary Action (All)	0	0	0	0				
Disciplinary Action - Demotion	0	0	0	0				
Disciplinary Action - Reprimand	0	0	0	0				
Disciplinary Action - Suspension	0	0	0	0				
Disciplinary Action - Removal	0	0	0	0				
Disciplinary Action - Other	0	0	0	0				
Duty Hours	0	0	0	0				
Evaluation Appraisal	1	50	1	25				
Examination/Test	0	0	0	0				
Harassment (Sexual & Non-Sexual)	0	0	2	50				
Harassment - Non-Sexual	0	0	2	50				
Harassment - Sexual	0	0	0	0				
Medical Examination	0	0	0	0				
Pay (Including Overtime)	0	0	0	0				
Promotion/Non- Selection	0	0	0	0				
Reassignment (Denied & Directed)	0	0	0	0				
Reassignment -	0	0	0	0				

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

Compident in Congueron										
29 CFR §1614.7	29 CFR §1614.705 Comparative									
Investigations		DataPrevious Fiscal Year Data								
	2006end of4 ^{thQTR}	2005	2004	2003	2002	2001				
Number Pending Completion of Investigation	19	17								
Pending Investigations Over Required Time Frames	7	3								