

**Capital Metro Area  
U. S. Postal Service**

**Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174**

**Last Updated: March 31, 2018**

**N/A means Data Not Available**

<b>Complaint Activity</b> (29 CFR 1614.704(a), (b), and (c))	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2018 Thru 03/31/18</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
Number of Complaints Filed	513	527	491	482	542	278
Number of Complainants	487	498	462	453	507	271
Repeat Filers	24	26	27	27	32	7

<b>Complaints by Basis</b> 29 CFR 1614.704(d)	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2018 Thru 03/31/18</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
<i><b>Note:</b> Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	262	245	235	217	260	132
Color	94	96	105	94	113	54
Religion	21	30	20	22	23	14
Reprisal	241	265	233	218	245	140
Sex	225	235	220	209	240	147
PDA	3	1	3	4	2	5
National Origin	28	43	36	39	60	18
Equal Pay Act	1	0	0	1	1	1
Age	166	201	160	160	174	99
Disability	166	202	190	177	202	116
Genetic Information	8	7	3	11	12	4
Non-EEO	1	2	3	0	0	0

Complaints by Issue 29 CFR 1614.704(e)	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 03/31/18
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Appointment/Hire	7	7	14	7	7	1
Assignment of Duties	45	25	33	31	32	18
Awards	0	0	0	2	0	0
Conversion to Full Time	2	0	5	0	1	1
Disciplinary Action						
Demotion	5	0	0	2	2	0
Reprimand	66	72	64	49	50	23
Suspension	60	56	61	52	48	18
Removal	49	40	44	43	47	21
Other (Emergency Placement)	35	33	35	40	61	31
Duty Hours	45	36	31	54	35	30
Examination/Test	1	0	1	1	0	0
Harassment						
Non-Sexual	151	151	121	103	167	98
Sexual	14	16	13	17	26	9
Medical Examination	2	3	1	4	5	1
Pay (Including Overtime)	61	61	75	64	92	51
Perf. Eval./Appraisal	5	1	4	3	3	0
Promotion/Non-Selection	25	33	24	24	32	18
Reassignment						
Denied	17	12	4	9	8	8
Directed	8	14	10	3	4	2
Reasonable Accommodation Disability	55	80	72	65	74	50
Reinstatement	1	1	4	0	1	0
Religious Accommodation	n/a	n/a	n/a	n/a	4	1
Retirement	4	2	3	2	2	1
Sex-Stereotyping	n/a	n/a	n/a	n/a	9	7
Telework	n/a	n/a	n/a	n/a	0	0
Termination	33	44	33	30	35	15
Terms/Conditions of Employment	153	165	167	170	174	98
Time and Attendance	99	95	84	91	97	43
Training	10	7	7	9	10	9
Other	32	25	40	15	0	0

<b>Processing Time</b> (29 CFR 1614.704(f)) <i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2018 Thru 03/31/18</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
Complaints pending ( <i>for any length of time</i> ) during the fiscal year 1614.704(f)(1)						
Average number of days in investigation stage	134.56	132.36	114.00	111.50	123.10	130.25
Average number of days in final action stage	35.75	49.87	25.44	26.34	24.96	23.62
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was requested</b> (1614.704(f)(3))						
Average number of days in investigation stage	136.24	136.71	117.51	114.35	127.44	131.66
Average number of days in final action stage	13.31	47.41	18.70	22.14	18.33	18.60
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was not requested</b> (1614.704(f)(2))						
Average number of days in investigation stage	129.14	123.97	107.64	107.52	117.47	128.42
Average number of days in final action stage	30.16	31.12	34.47	31.67	31.40	28.13

<b>Complaints Dismissed by Agency</b> (29 CFR 1614.704(g))	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2018 Thru 03/31/18</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	160	172	118	145	137	69
Average days pending prior to dismissal	36.15	26.18	29.94	24.67	26.08	24.8
<b>Complaints Withdrawn by Complainants</b> (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	18	37	23	18	23	16

<b>Total Final Actions Involving a Finding of Discrimination</b> (29 CFR 1614.704(i))	<b>Comparative Data</b> (29 CFR 1614.705)										<b>FY 2018 Thru 03/31/18</b>	
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2013</b>		<b>FY 2014</b>		<b>FY 2015</b>		<b>FY 2016</b>		<b>FY 2017</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
Total number of findings	6		10		3		7		9		3	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	6	100	10	100	3	100	7	100	9	100	3	100



Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 03/31/18	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total number of findings</b>	6		10		3		7		9		3	
Appointment/Hire	1	16.6	0	0	0	0	0	0	1	11	0	0
Assignment of Duties	0	0	0	0	1	33	0	0	0	0	1	33
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	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	2	20	0	0	1	14	0	0	0	0
Suspension	1	16.6	0	0	1	33	0	0	0	0	1	33
Removal	0	0	1	10	1	33	0	0	0	0	0	0
Other (Emergency Placement)	1	16.6	1	10	1	33	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	33	0	0	1	11	2	67
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	16.6	3	30	1	33	2	29	1	11	1	33
Sexual	0	0	2	20	0	0	0	0	1	11	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	2	67	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	20	0	0	2	29	3	33	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	20	1	33	3	43	3	33	3	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1	11	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Telework	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Termination	0	0	1	10	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	16.6	0	0	1	33	0	0	0	0	0	0
Time and Attendance	1	16.6	0	0	1	33	1	14	1	11	1	33



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 (Emergency Placement)	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
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
Perf. Eval./Appraisal	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
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Telework	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	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

Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Total complaints from previous Fiscal Years	481	521	293	316	344	472
Total complainants from previous Fiscal Years	433	465	266	282	313	429
<b>Number of Complaints Pending</b>						
Investigation	0	0	0	0	0	8
ROI issued, pending Complainant's action	0	0	0	0	0	4
Hearing	190	235	288	314	338	436
Final Action	12	5	5	2	5	18

Appeal with EEOC Office of Federal Operations	187	142	1	0	65	66
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Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Pending Complaints Where Investigation Exceeds Required Time Frames	6	0	0	0	0	0