

**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: September 30, 2017**

**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 2017 Thru 9/30/17</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	
Number of Complaints Filed	559	513	527	491	482	542
Number of Complainants	538	487	498	462	453	507
Repeat Filers	24	24	26	27	27	32

<b>Complaints by Basis</b> 29 CFR 1614.704(d)	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2017 Thru 9/30/17</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</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	270	262	245	235	217	260
Color	100	94	96	105	94	113
Religion	29	21	30	20	22	23
Reprisal	301	241	265	233	218	245
Sex	243	225	235	220	209	240
PDA	10	3	1	3	4	2
National Origin	44	28	43	36	39	60
Equal Pay Act	0	1	0	0	1	1
Age	179	166	201	160	160	174
Disability	236	166	202	190	177	202
Genetic Information	0	8	7	3	11	12
Non-EEO	3	1	2	3	0	0

Complaints by Issue 29 CFR 1614.704(e)	Comparative Data (29 CFR 1614.705)					FY 2017 Thru 9/30/17
	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 2012	FY 2013	FY 2014	FY 2015	FY 2016	
Appointment/Hire	8	7	7	14	7	7
Assignment of Duties	58	45	25	33	31	32
Awards	2	0	0	0	2	0
Conversion to Full Time	3	2	0	5	0	1
Disciplinary Action						
Demotion	2	5	0	0	2	2
Reprimand	73	66	72	64	49	50
Suspension	52	60	56	61	52	48
Removal	55	49	40	44	43	47
Other (Emergency Placement)	37	35	33	35	40	61
Duty Hours	72	45	36	31	54	35
Examination/Test	2	1	0	1	1	0
Harassment						
Non-Sexual	166	151	151	121	103	167
Sexual	13	14	16	13	17	26
Medical Examination	5	2	3	1	4	5
Pay (Including Overtime)	78	61	61	75	64	92
Perf. Eval./Appraisal	4	5	1	4	3	3
Promotion/Non-Selection	21	25	33	24	24	32
Reassignment						
Denied	16	17	12	4	9	8
Directed	13	8	14	10	3	4
Reasonable Accommodation Disability	88	55	80	72	65	74
Reinstatement	3	1	1	4	0	1
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	4
Retirement	7	4	2	3	2	2
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	9
Telework	n/a	n/a	n/a	n/a	n/a	0
Termination	23	33	44	33	30	35
Terms/Conditions of Employment	144	153	165	167	170	174
Time and Attendance	115	99	95	84	91	97
Training	12	10	7	7	9	10
Other	31	32	25	40	15	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 2017 Thru 9/30/17</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</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	118.10	134.56	132.36	114.00	111.50	123.10
Average number of days in final action stage	32.55	35.75	49.87	25.44	26.34	24.96
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	119.81	136.24	136.71	117.51	114.35	127.44
Average number of days in final action stage	8.75	13.31	47.41	18.70	22.14	18.33
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	114.26	129.14	123.97	107.64	107.52	117.47
Average number of days in final action stage	72.39	30.16	31.12	34.47	31.67	31.40

<b>Complaints Dismissed by Agency</b> (29 CFR 1614.704(g))	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2017 Thru 9/30/17</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	202	160	172	118	145	137
Average days pending prior to dismissal	38.92	36.15	26.18	29.94	24.67	26.08
<b>Complaints Withdrawn by Complainants</b> (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	24	18	37	23	18	23

<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 2017 Thru 9/30/17</b>	
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2012</b>		<b>FY 2013</b>		<b>FY 2014</b>		<b>FY 2015</b>		<b>FY 2016</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		6		10		3		7		9	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	6	100	6	100	10	100	3	100	7	100	9	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 2017 Thru 9/30/17	
	Previous Fiscal Year Data											
	FY 2012		FY 2013		FY 2014		FY 2015		FY 2016		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total number of findings</b>	6		6		10		3		7		9	
Appointment/Hire	0	0	1	16.6	0	0	0	0	0	0	1	11
Assignment of Duties	0	0	0	0	0	0	1	33	0	0	0	0
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	1	16.7	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	2	20	0	0	1	14	0	0
Suspension	1	16.7	1	16.6	0	0	1	33	0	0	0	0
Removal	1	16.7	0	0	1	10	1	33	0	0	0	0
Other (Emergency Placement)	0	0	1	16.6	1	10	1	33	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	33	0	0	1	11
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	16.6	3	30	1	33	2	29	1	11
Sexual	0	0	0	0	2	20	0	0	0	0	1	11
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	2	67	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	16.7	0	0	2	20	0	0	2	29	3	33
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	3	50	0	0	2	20	1	33	3	43	3	33
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	n/a	n/a	1	11
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	n/a	n/a	0	0
Telework	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0
Termination	0	0	0	0	1	10	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	16.6	0	0	1	33	0	0	0	0
Time and Attendance	0	0	1	16.6	0	0	1	33	1	14	1	11



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	n/a	n/a	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	n/a	n/a	0	0
Telework	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	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 2017 Thru 9/30/17
	Previous Fiscal Year Data					
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	
Total complaints from previous Fiscal Years	487	481	521	293	316	344
Total complainants from previous Fiscal Years	440	433	465	266	282	313
<b>Number of Complaints Pending</b>						
Investigation	4	0	0	0	0	0
ROI issued, pending Complainant's action	3	0	0	0	0	0
Hearing	170	190	235	288	314	338
Final Action	1	12	5	5	2	5

Appeal with EEOC Office of Federal Operations	213	187	142	1	0	65
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Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2017 Thru 9/30/17
	Previous Fiscal Year Data					
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	
<b>Pending Complaints Where Investigation Exceeds Required Time Frames</b>	3	6	0	0	0	0