

**Great Lakes 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

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	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	
Number of Complaints Filed	517	532	462	444	432	426
Number of Complainants	494	493	431	416	402	399
Repeat Filers	22	36	28	23	28	24

Complaints by Basis 29 CFR 1614.704(d)	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	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	225	233	196	200	190	202
Color	71	71	70	61	81	76
Religion	19	27	16	17	15	25
Reprisal	245	254	225	203	198	201
Sex	208	229	196	215	194	210
PDA	3	3	4	8	9	2
National Origin	28	23	19	13	26	29
Equal Pay Act	0	0	0	0	1	0
Age	167	174	152	137	135	129
Disability	227	195	164	145	151	158
Genetic Information	0	2	10	8	10	5
Non-EEO	4	1	1	2	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					
	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	5	11	6	5	1	5
Assignment of Duties	37	35	39	30	33	39
Awards	1	0	1	3	2	2
Conversion to Full Time	2	1	6	3	0	1
Disciplinary Action						
Demotion	1	2	1	2	2	2
Reprimand	65	54	45	38	36	46
Suspension	52	56	40	33	34	29
Removal	99	66	72	69	65	59
Other (Emergency Placement)	46	44	36	38	29	31
Duty Hours	49	28	52	26	39	31
Examination/Test	4	4	0	3	2	0
Harassment						
Non-Sexual	133	111	90	108	123	107
Sexual	8	11	6	14	17	11
Medical Examination	2	5	3	3	9	4
Pay (Including Overtime)	62	78	71	60	59	67
Perf. Eval./Appraisal	2	2	2	1	1	3
Promotion/Non-Selection	17	23	25	33	27	26
Reassignment						
Denied	8	10	10	9	10	12
Directed	12	18	8	3	3	2
Reasonable Accommodation Disability	68	65	38	36	55	50
Reinstatement	3	3	1	1	0	2
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	1
Retirement	2	0	2	2	2	1
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	3
Telework	n/a	n/a	n/a	n/a	n/a	0
Termination	19	53	30	58	39	36
Terms/Conditions of Employment	154	167	171	116	135	109
Time and Attendance	66	52	54	52	50	56
Training	6	11	10	6	9	9
Other	22	21	28	24	5	0

Processing Time (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>	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		
Complaints pending (for any length of time) during the fiscal year 1614.704(f)(1)											
Average number of days in investigation stage	113.95		136.58		133.40		123.67		108.65		112.40
Average number of days in final action stage	39.78		36.15		35.12		26.00		26.03		25.22
Complaints pending (for any length of time) during the fiscal year where a hearing was requested (1614.704(f)(3))											
Average number of days in investigation stage	114.32		143.01		135.24		130.50		119.24		113.13
Average number of days in final action stage	26.23		13.05		14.04		18.78		20.69		18.72
Complaints pending (for any length of time) during the fiscal year where a hearing was not requested (1614.704(f)(2))											
Average number of days in investigation stage	113.15		122.11		129.94		112.91		93.37		111.82
Average number of days in final action stage	52.47		37.23		42.76		34.20		34.01		33.73

Complaints Dismissed by Agency (29 CFR 1614.704(g))	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 dismissed by agency under 1614.107(a) (prior to a request for a hearing)	190		137		142		136		124		129
Average days pending prior to dismissal	34.14		25.73		24.89		24.61		25.12		20.18
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	32		28		36		25		24		15

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	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 number of findings	14		7		5		6		0		8	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	14	100	7	100	5	100	6	100	0	0	8	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		#	%
#	%	#	%	#	%	#	%	#	%			
Total number of findings	14		7		5		6		0		8	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	1	7.1	0	0	0	0	0	0	0	0	0	0
Suspension	4	28.6	0	0	0	0	1	17	0	0	2	25
Removal	3	21.4	1	14.2	1	20	1	17	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	0	0	0	0	2	25
Duty Hours	2	14.3	0	0	0	0	1	17	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	5	35.7	2	28.5	3	60	0	0	0	0	2	25
Sexual	0	0	1	14.2	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	14.2	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	1	7.1	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	14.2	0	0	1	17	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	20	0	0	0	0	0	0
Reasonable Accommodation Disability	3	21.4	1	14.2	1	20	2	34	0	0	3	38
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	1	14.2	0	0	0	0	0	0	1	12
Terms/Conditions of Employment	0	0	1	14.2	0	0	2	34	0	0	0	0
Time and Attendance	2	14.3	0	0	0	0	1	17	0	0	0	0

Disciplinary Action													
Demotion	0	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	0
Suspension	0	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	0
Other (Emergency Placement)	0	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	0
Examination/Test	0	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	0
Sexual	0	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	0
Pay Including Overtime	0	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	0
Perf. Eval./Appraisal	0	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	0
Directed	0	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	0
Reinstatement	0	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	n/a	0	0
Retirement	0	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	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	n/a	0	0
Termination	0	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	0
Time and Attendance	0	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	0
Other	0	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	405	396	502	211	233	257
Total complainants from previous Fiscal Years	379	362	428	183	191	226
Number of Complaints Pending						
Investigation	3	0	0	0	0	3
ROI issued, pending Complainant's action	0	0	2	0	0	0

Hearing	131	143	195	205	232	240
Final Action	1	2	1	7	3	3
Appeal with EEOC Office of Federal Operations	144	173	143	3	1	47

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	
Pending Complaints Where Investigation Exceeds Required Time Frames	1	14	0	1	0	0