

**Headquarters and Inspection Service
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, 2016

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2016 Thru 9/30/16
	Previous Fiscal Year Data					
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
Number of Complaints Filed	109	85	75	99	157	164
Number of Complainants	102	79	72	88	141	153
Repeat Filers	7	6	3	11	14	10

Complaints by Basis 29 CFR 1614.704(d)	Comparative Data (29 CFR 1614.705)					FY 2016 Thru 9/30/16
	Previous Fiscal Year Data					
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	52	35	41	50	74	78
Color	29	15	13	23	27	31
Religion	9	2	3	2	10	14
Reprisal	56	32	44	65	82	77
Sex	56	34	23	40	51	66
PDA	N/A	1	1	0	0	1
National Origin	22	10	8	14	18	18
Equal Pay Act	0	0	0	0	1	3
Age	44	33	22	44	61	75
Disability	25	17	17	38	53	45
Genetic Information	0	0	0	0	4	2
Non-EEO	2	0	0	1	1	0

Complaints by Issue 29 CFR 1614.704(e)	Comparative Data (29 CFR 1614.705)					FY 2016 Thru 9/30/16
	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 2011	FY 2012	FY 2013	FY 2014	FY 2015	
Appointment/Hire	3	2	2	2	3	1
Assignment of Duties	14	4	5	5	12	12
Awards	2	1	0	0	0	3
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	2	1	0	3	1
Reprimand	8	8	7	7	7	15
Suspension	7	6	2	6	8	6
Removal	10	3	5	4	12	15
Other	2	3	3	3	3	9
Duty Hours	7	3	1	3	4	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	19	17	17	35	29	40
Sexual	2	1	0	1	1	0
Medical Examination	0	2	0	1	0	1
Pay (Including Overtime)	8	3	6	11	9	15
Perf. Eval./Appraisal	15	6	6	4	8	22
Promotion/Non-Selection	16	27	17	21	42	43
Reassignment						
Denied	3	5	4	2	4	4
Directed	3	1	2	3	0	1
Reasonable Accommodation	5	1	7	13	14	12
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	0	1	2	0	2	2
Retirement	1	2	3	2	6	1
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	n/a
Telework	n/a	n/a	n/a	n/a	n/a	n/a
Termination	2	3	7	2	8	3
Terms/Conditions of Employment	24	13	19	35	47	24
Time and Attendance	7	6	14	11	10	5
Training	2	5	5	3	1	3
Other	8	2	3	7	13	5

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 2016 Thru 9/30/16
	Previous Fiscal Year Data										
	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		
Complaints pending (for any length of time) during the fiscal year 1614.704(f)(1)											
Average number of days in investigation stage	110.99		112.60		131.55		139.73		103.13		106.96
Average number of days in final action stage	98.17		30.16		24.78		28.52		36.12		30.11
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	116.18		112.42		138.19		144.40		103.33		109.38
Average number of days in final action stage	20.14		10.20		12.72		8.90		40.25		25.31
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	106.82		112.95		115.59		123.20		102.77		102.76
Average number of days in final action stage	209.23		48.88		29.62		37.50		32.44		35.06

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2016 Thru 9/30/16
	Previous Fiscal Year Data										
	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	48		27		20		43		52		37
Average days pending prior to dismissal	30.02		29.15		48.00		28.98		25.69		25.11
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	7		8		4		7		15		12

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2016 Thru 9/30/16	
	Previous Fiscal Year Data											
	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015			
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	1		0		0		2		0		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	1	100	0	0	0	0	2	100	0	0	0	0

Other	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
Perf. Eval./Appraisal	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
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	0	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a												
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a												
Telework	n/a												
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 2016 Thru 9/30/16
	Previous Fiscal Year Data					
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
Total complaints from previous Fiscal Years	131	78	84	87	69	84
Total complainants from previous Fiscal Years	114	64	68	76	58	78
Number of Complaints Pending						
Investigation	0	0	1	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	51	31	34	45	68	84
Final Action	0	0	0	0	1	1
Appeal with EEOC Office of Federal Operations	26	20	30	33	2	0

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2016 Thru 9/30/16
	Previous Fiscal Year Data					
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	0	0	0	0