

**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, 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	85	75	99	157	164	155
Number of Complainants	79	72	88	141	153	145
Repeat Filers	6	3	11	14	10	8

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	35	41	50	74	78	57
Color	15	13	23	27	31	29
Religion	2	3	2	10	14	6
Reprisal	32	44	65	82	77	90
Sex	34	23	40	51	66	60
PDA	1	1	0	0	1	2
National Origin	10	8	14	18	18	21
Equal Pay Act	0	0	0	1	3	1
Age	33	22	44	61	75	64
Disability	17	17	38	53	45	56
Genetic Information	0	0	0	4	2	4
Non-EEO	0	0	1	1	0	2

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	2	2	2	3	1	3
Assignment of Duties	4	5	5	12	12	22
Awards	1	0	0	0	3	1
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	1	0	3	1	0
Reprimand	8	7	7	7	15	8
Suspension	6	2	6	8	6	10
Removal	3	5	4	12	15	9
Other (Emergency Placement)	3	3	3	3	9	3
Duty Hours	3	1	3	4	2	4
Examination/Test	0	0	0	0	0	1
Harassment						
Non-Sexual	17	17	35	29	40	41
Sexual	1	0	1	1	0	7
Medical Examination	2	0	1	0	1	1
Pay (Including Overtime)	3	6	11	9	15	15
Perf. Eval./Appraisal	6	6	4	8	22	11
Promotion/Non-Selection	27	17	21	42	43	31
Reassignment						
Denied	5	4	2	4	4	1
Directed	1	2	3	0	1	3
Reasonable Accommodation Disability	1	7	13	14	12	22
Reinstatement	1	2	0	2	2	0
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	0
Retirement	2	3	2	6	1	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	2
Telework	n/a	n/a	n/a	n/a	n/a	0
Termination	3	7	2	8	3	5
Terms/Conditions of Employment	13	19	35	47	24	43
Time and Attendance	6	14	11	10	5	19
Training	5	5	3	1	3	6
Other	2	3	7	13	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	112.60	131.55	139.73	103.13	106.96	128.21
Average number of days in final action stage	30.16	24.78	28.52	36.12	30.11	27.03
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	112.42	138.19	144.40	103.33	109.38	125.65
Average number of days in final action stage	10.20	12.72	8.90	40.25	25.31	19.71
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	112.95	115.59	123.20	102.77	102.76	134.53
Average number of days in final action stage	48.88	29.62	37.50	32.44	35.06	38.45

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)	27	20	43	52	37	33
Average days pending prior to dismissal	29.15	48.00	28.98	25.69	25.11	31.48
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	8	4	7	15	12	9

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	0		0		2		0		0		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	0	0	0	0	2	100	0	0	0	0	2	100

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	78	84	87	69	84	123
Total complainants from previous Fiscal Years	64	68	76	58	78	112
Number of Complaints Pending						
Investigation	0	1	0	0	0	2
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	31	34	45	68	84	120

Final Action	0	0	0	1	1	2
Appeal with EEOC Office of Federal Operations	20	30	33	2	0	15

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	0	0	0	0	0	0