Northeast 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: June 30, 2018

N/A means Data Not Available

		FY 2018				
Complaint Activity (29 CFR 1614.704(a), (b), and (c))		Previ	ous Fiscal Year	Data		Thru 6/30/18
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	11114 0/30/10
Number of Complaints Filed	412	390	336	411	391	267
Number of Complainants	391	376	320	386	373	258
Repeat Filers	20	13	15	22	18	8

Complaints by Basis 29 CFR 1614.704(d)		EV 2040				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	FY 2013	FY 2014	ous Fiscal Year FY 2015	FY 2016	FY 2017	FY 2018 Thru 6/30/18
Race	132	158	126	155	119	98
Color	57	72	56	49	52	43
Religion	18	25	16	23	17	16
Reprisal	191	185	162	173	181	123
Sex	134	143	122	153	151	111
PDA	2	2	3	6	2	5
National Origin	75	51	45	49	61	35
Equal Pay Act	0	0	0	0	0	0
Age	159	146	111	143	115	74
Disability	133	124	117	137	125	88
Genetic Information	15	6	3	2	4	3
Non-EEO	0	2	2	1	2	1

Complaints by Jacus 20 CER 1614 704(a)		Comparativ	e Data (29 CFR	1614.705)			
Complaints by Issue 29 CFR 1614.704(e)		Previo	ous Fiscal Year	Data		FY 2018	
Note : Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Thru 6/30/18	
Appointment/Hire	5	9	7	3	3	4	
Assignment of Duties	25	26	22	33	30	10	
Awards	0	1	2	0	2	0	
Conversion to Full Time	0	1	1	1	2	0	
Disciplinary Action	•	•	•	-			
Demotion	2	2	1	2	2	1	
Reprimand	62	59	51	50	52	29	
Suspension	61	52	47	48	34	33	
Removal	47	47	33	35	31	29	
Other (Emergency Placement)	25	18	23	20	19	23	
Duty Hours	27	30	38	37	17	26	
Examination/Test	1	4	1	0	0	0	
Harassment	•	•	•	-			
Non-Sexual	124	134	94	139	146	107	
Sexual	4	5	10	10	16	7	
Medical Examination	1	2	1	4	3	0	
Pay (Including Overtime)	44	41	33	63	51	33	
Perf. Eval./Appraisal	0	1	1	1	0	0	
Promotion/Non-Selection	16	17	12	22	26	17	
Reassignment							
Denied	16	12	9	7	8	4	
Directed	11	9	6	6	4	0	
Reasonable Accommodation Disability	25	40	48	50	58	39	
Reinstatement	2	1	1	1	2	1	
Religious Accommodation	n/a	n/a	n/a	n/a	2	2	
Retirement	3	2	1	3	1	0	
Sex-Stereotyping	n/a	n/a	n/a	n/a	3	3	
Telework	n/a	n/a	n/a	n/a	0	0	
Termination	55	32	29	34	31	24	
Terms/Conditions of Employment	114	101	150	143	86	83	
Time and Attendance	69	58	58	55	54	26	
Training	14	8	3	6	11	7	
Other	34	20	22	8	0	0	

Processing Time (29 CFR 1614.704(f))		FY 2018				
The average length of time it has taken an agency to		Previ	ous Fiscal Year	Data		Thru 6/30/18
complete, respectively, investigation and final action for:	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	11114 0/30/10
Complaints pending (for any length of time) during the fiscal year 1614.704(f)(1)						
Average number of days in investigation stage	146.10	137.87	121.96	106.06	130.84	140.23
Average number of days in final action stage	31.95	27.17	22.79	22.23	26.90	25.06
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	150.80	136.23	123.70	104.49	140.76	142.22
Average number of days in final action stage	14.83	8.19	15.15	14.24	17.12	17.97
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	136.48	141.59	119.04	108.48	120.26	130.91
Average number of days in final action stage	52.37	45.42	31.98	28.83	30.32	28.67

		EV 2019				
Complaints Dismissed by Agency (29 CFR 1614.704(g))		FY 2018 Thru 6/30/18				
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	1111u 0/30/16
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	111	105	96	104	88	56
Average days pending prior to dismissal	28.47	32.24	25.47	24.12	25.58	27.23
Complaints Withdrawn by Complainants (29 CFR						
1614.704(h))						
Total complaints withdrawn by complainants	31	42	32	16	27	13

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))		Comparative Data (29 CFR 1614.705) Previous Fiscal Year Data										2018
	FY 2	FY 2012		FY 2013 FY 2		FY 2014		2015	FY 2016		— Thru 6/30/18	
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0		0		1		1		1		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	0	0	0	0	1	100	1	100	1	100	0	0

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j)	Comparative Data (29 CFR 1614.705)										FY 2	2018
Note: Complaints can be filed alleging multiple bases. The						cal Year					Thru 6/30/18	
sum of the bases may not equal total complaints and findings.	FY 2		FY 2		FY 2		FY 2		FY 2			
sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0		0		1		1		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	1	100	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
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 after a hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	1	100	0	0
Sex	0	0	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
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 without a hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
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)			Coi	mparati	ve Data	(29 CFF	1614.7	05)		-	FY 2	2018
Note: Complaints can be filed alleging multiple issues. The				Previ	ous Fisc	al Year	Data				Thru 6	
sum of the issues may not equal total complaints and	FY 2	2013	FY 2	2014	FY 2	2015	FY 2	2016	FY 2	2017		
findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0		0		1		1		1		0	
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	0	0	0	0	0	0	1	100	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	Į.		<u> </u>		Į.	<u> </u>		Į.				
Non-Sexual	0	0	0	0	1	100	1	100	1	100	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	1	100	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

Findings after a hearing												
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	1		•	'				'		'		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	1	100	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									l			
Non-Sexual	0	0	0	0	1	100	1	100	1	100	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	1		•	'				'		'		
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	0	0	0	0							
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a	0	0	0	0							
Telework	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	1	100	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
Findings without a hearing												
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				I				I	I			
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	0	0	0	0							
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a	0	0	0	0							
Telework	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 Province Figure Vegra by		Comparative Data (29 CFR 1614.705) Previous Fiscal Year Data									
Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(I))											
Status (29 CFR 1014.704(1))	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Thru 6/30/18					
Total complaints from previous Fiscal Years	395	403	133	162	244	327					
Total complainants from previous Fiscal Years	351	363	121	150	220	300					
Number of Complaints Pending											
Investigation	0	0	0	1	9	10					
ROI issued, pending Complainant's action	1	0	0	1	0	1					
Hearing	166	153	130	158	229	293					
Final Action	2	6	3	3	5	4					

Appeal with EEOC Office of Federal Operations	112	81	0	0	9	9
---	-----	----	---	---	---	---

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 6/30/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	11114 0/30/16
Pending Complaints Where Investigation Exceeds	12	0	0	0	0	1
Required Time Frames	12	0		U	0	'