

**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: March 31, 2018**

**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 2018 Thru 3/31/18</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
Number of Complaints Filed	412	390	336	411	391	169
Number of Complainants	391	376	320	386	373	168
Repeat Filers	20	13	15	22	18	1

<b>Complaints by Basis</b> 29 CFR 1614.704(d)	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2018 Thru 3/31/18</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	132	158	126	155	119	62
Color	57	72	56	49	52	28
Religion	18	25	16	23	17	10
Reprisal	191	185	162	173	181	78
Sex	134	143	122	153	151	77
PDA	2	2	3	6	2	4
National Origin	75	51	45	49	61	19
Equal Pay Act	0	0	0	0	0	0
Age	159	146	111	143	115	45
Disability	133	124	117	137	125	53
Genetic Information	15	6	3	2	4	2
Non-EEO	0	2	2	1	2	1

Complaints by Issue 29 CFR 1614.704(e)	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 3/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	5	9	7	3	3	1
Assignment of Duties	25	26	22	33	30	9
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	14
Suspension	61	52	47	48	34	21
Removal	47	47	33	35	31	22
Other (Emergency Placement)	25	18	23	20	19	18
Duty Hours	27	30	38	37	17	19
Examination/Test	1	4	1	0	0	0
Harassment						
Non-Sexual	124	134	94	139	146	70
Sexual	4	5	10	10	16	6
Medical Examination	1	2	1	4	3	0
Pay (Including Overtime)	44	41	33	63	51	15
Perf. Eval./Appraisal	0	1	1	1	0	0
Promotion/Non-Selection	16	17	12	22	26	8
Reassignment						
Denied	16	12	9	7	8	1
Directed	11	9	6	6	4	0
Reasonable Accommodation Disability	25	40	48	50	58	25
Reinstatement	2	1	1	1	2	1
Religious Accommodation	n/a	n/a	n/a	n/a	2	1
Retirement	3	2	1	3	1	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	3	2
Telework	n/a	n/a	n/a	n/a	0	0
Termination	55	32	29	34	31	14
Terms/Conditions of Employment	114	101	150	143	86	46
Time and Attendance	69	58	58	55	54	18
Training	14	8	3	6	11	6
Other	34	20	22	8	0	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 2018 Thru 3/31/18</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
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	132.17
Average number of days in final action stage	31.95	27.17	22.79	22.23	26.90	25.37
Complaints pending (for any length of time) during the fiscal year <b>where a hearing was requested</b> (1614.704(f)(3))						
Average number of days in investigation stage	150.80	136.23	123.70	104.49	140.76	137.26
Average number of days in final action stage	14.83	8.19	15.15	14.24	17.12	17.82
Complaints pending (for any length of time) during the fiscal year <b>where a hearing was not requested</b> (1614.704(f)(2))						
Average number of days in investigation stage	136.48	141.59	119.04	108.48	120.26	125.12
Average number of days in final action stage	52.37	45.42	31.98	28.83	30.32	29.27

<b>Complaints Dismissed by Agency</b> (29 CFR 1614.704(g))	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2018 Thru 3/31/18</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	111	105	96	104	88	38
Average days pending prior to dismissal	28.47	32.24	25.47	24.12	25.58	28.71
<b>Complaints Withdrawn by Complainants</b> (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	31	42	32	16	27	7

<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 2018 Thru 3/31/18</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>	<b>#</b>	<b>%</b>
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







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	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	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 2018 Thru 3/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Total complaints from previous Fiscal Years	395	403	133	162	244	362
Total complainants from previous Fiscal Years	351	363	121	150	220	330
<b>Number of Complaints Pending</b>						
Investigation	0	0	0	1	9	15
ROI issued, pending Complainant's action	1	0	0	1	0	4
Hearing	166	153	130	158	229	318
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 3/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Pending Complaints Where Investigation Exceeds Required Time Frames	12	0	0	0	0	0