

**Southern 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

| Complaint Activity (29 CFR 1614.704(a), (b), and (c)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2018 Thru 03/31/18 |
|--|---|----------------|----------------|----------------|----------------|--------------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | |
| Number of Complaints Filed | 1099 | 979 | 910 | 1034 | 900 | 466 |
| Number of Complainants | 1023 | 916 | 859 | 974 | 844 | 455 |
| Repeat Filers | 70 | 58 | 49 | 57 | 53 | 9 |

| Complaints by Basis 29 CFR 1614.704(d) | Comparative Data (29 CFR 1614.705) | | | | | FY 2018 Thru 03/31/18 |
|---|---|----------------|----------------|----------------|----------------|--------------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 594 | 534 | 493 | 516 | 427 | 226 |
| Color | 217 | 171 | 189 | 215 | 187 | 96 |
| Religion | 45 | 52 | 32 | 42 | 42 | 23 |
| Reprisal | 516 | 480 | 443 | 506 | 440 | 235 |
| Sex | 482 | 465 | 437 | 486 | 446 | 243 |
| PDA | 6 | 1 | 11 | 10 | 9 | 4 |
| National Origin | 98 | 97 | 75 | 132 | 137 | 65 |
| Equal Pay Act | 0 | 0 | 0 | 1 | 0 | 0 |
| Age | 369 | 321 | 337 | 321 | 300 | 182 |
| Disability | 346 | 303 | 283 | 324 | 270 | 157 |
| Genetic Information | 8 | 16 | 14 | 20 | 15 | 6 |
| Non-EEO | 1 | 6 | 5 | 2 | 0 | 0 |

| Complaints by Issue 29 CFR 1614.704(e) | Comparative Data (29 CFR 1614.705) | | | | | FY 2018 Thru 03/31/18 |
|--|------------------------------------|---------|---------|---------|---------|-----------------------------|
| | 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 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | |
| Appointment/Hire | 25 | 13 | 7 | 11 | 11 | 6 |
| Assignment of Duties | 62 | 49 | 64 | 63 | 50 | 21 |
| Awards | 1 | 9 | 4 | 1 | 2 | 1 |
| Conversion to Full Time | 3 | 7 | 2 | 8 | 5 | 5 |
| Disciplinary Action | | | | | | |
| Demotion | 7 | 5 | 8 | 9 | 4 | 0 |
| Reprimand | 134 | 121 | 107 | 107 | 91 | 46 |
| Suspension | 119 | 108 | 84 | 96 | 89 | 48 |
| Removal | 94 | 79 | 59 | 74 | 78 | 39 |
| Other (Emergency Placement) | 67 | 61 | 48 | 70 | 78 | 48 |
| Duty Hours | 100 | 104 | 77 | 124 | 103 | 61 |
| Examination/Test | 5 | 1 | 1 | 3 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 264 | 260 | 235 | 263 | 251 | 161 |
| Sexual | 26 | 29 | 25 | 27 | 33 | 14 |
| Medical Examination | 6 | 6 | 1 | 6 | 7 | 5 |
| Pay (Including Overtime) | 161 | 163 | 112 | 200 | 192 | 95 |
| Perf. Eval./Appraisal | 4 | 1 | 1 | 2 | 4 | 1 |
| Promotion/Non-Selection | 57 | 51 | 46 | 54 | 46 | 12 |
| Reassignment | | | | | | |
| Denied | 29 | 32 | 20 | 18 | 15 | 5 |
| Directed | 27 | 43 | 33 | 21 | 15 | 12 |
| Reasonable Accommodation Disability | 90 | 81 | 103 | 94 | 84 | 54 |
| Reinstatement | 4 | 4 | 0 | 2 | 0 | 2 |
| Religious Accommodation | n/a | n/a | n/a | n/a | 1 | 3 |
| Retirement | 4 | 6 | 3 | 1 | 3 | 1 |
| Sex-Stereotyping | n/a | n/a | n/a | n/a | 30 | 6 |
| Telework | n/a | n/a | n/a | n/a | 0 | 0 |
| Termination | 66 | 58 | 60 | 69 | 55 | 25 |
| Terms/Conditions of Employment | 359 | 281 | 306 | 323 | 310 | 140 |
| Time and Attendance | 166 | 160 | 116 | 155 | 147 | 103 |
| Training | 21 | 20 | 15 | 15 | 14 | 13 |
| Other | 57 | 43 | 61 | 19 | 0 | 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 2018 Thru 03/31/18 |
|--|---|--|----------------|--|----------------|--|----------------|--|----------------|--|--------------------------------------|
| | Previous Fiscal Year Data | | | | | | | | | | |
| | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | | FY 2017 | | |
| Complaints pending (for any length of time) during the fiscal year 1614.704(f)(1) | | | | | | | | | | | |
| Average number of days in investigation stage | 131.96 | | 134.18 | | 115.40 | | 107.63 | | 119.52 | | 123.90 |
| Average number of days in final action stage | 20.85 | | 23.09 | | 24.85 | | 26.33 | | 31.46 | | 26.20 |
| 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 | 134.11 | | 138.33 | | 120.26 | | 106.62 | | 124.60 | | 125.18 |
| Average number of days in final action stage | 8.21 | | 7.08 | | 15.54 | | 20.95 | | 19.48 | | 19.25 |
| 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 | 126.63 | | 126.21 | | 105.51 | | 109.29 | | 113.48 | | 122.09 |
| Average number of days in final action stage | 32.98 | | 38.62 | | 38.24 | | 33.64 | | 38.73 | | 32.31 |

| Complaints Dismissed by Agency (29 CFR 1614.704(g)) | Comparative Data (29 CFR 1614.705) | | | | | | | | | | FY 2018 Thru 03/31/18 |
|---|---|--|----------------|--|----------------|--|----------------|--|----------------|--|--------------------------------------|
| | Previous Fiscal Year Data | | | | | | | | | | |
| | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | | FY 2017 | | |
| Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing) | 324 | | 315 | | 310 | | 310 | | 254 | | 109 |
| Average days pending prior to dismissal | 27.05 | | 28.51 | | 26.94 | | 21.19 | | 25.09 | | 22.38 |
| Complaints Withdrawn by Complainants (29 CFR 1614.704(h)) | | | | | | | | | | | |
| Total complaints withdrawn by complainants | 66 | | 50 | | 39 | | 51 | | 46 | | 34 |

| Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i)) | Comparative Data (29 CFR 1614.705) | | | | | | | | | | FY 2018 Thru 03/31/18 | |
|---|---|----------|----------------|----------|----------------|----------|----------------|----------|----------------|----------|--------------------------------------|----------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | | FY 2017 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total number of findings | 7 | | 2 | | 1 | | 1 | | 0 | | 1 | |
| Total without a hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total with a hearing | 7 | 100 | 2 | 100 | 1 | 100 | 1 | 100 | 0 | 0 | 1 | 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 2018 Thru 03/31/18 | |
|--|------------------------------------|------|---------|-----|---------|-----|---------|-----|---------|---|-----------------------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | | FY 2017 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total number of findings | 5 | | 7 | | 2 | | 1 | | 1 | | 1 | |
| 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 | 14.2 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Suspension | 1 | 14.2 | 0 | 0 | 1 | 100 | 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 | 1 | 100 | 0 | 0 | 0 | 0 |
| Duty Hours | 2 | 28.5 | 1 | 50 | 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 | 3 | 42.8 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 1 | 100 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| 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 | 2 | 28.5 | 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 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | |
|-------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|---|---|---|---|
| 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 | 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 03/31/18 |
|--|------------------------------------|---------|---------|---------|---------|-----------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | |
| Total complaints from previous Fiscal Years | 870 | 933 | 405 | 503 | 642 | 861 |
| Total complainants from previous Fiscal Years | 784 | 842 | 365 | 446 | 575 | 762 |
| Number of Complaints Pending | | | | | | |
| Investigation | 0 | 0 | 1 | 0 | 1 | 18 |
| ROI issued, pending Complainant's action | 0 | 1 | 0 | 0 | 0 | 9 |
| Hearing | 278 | 327 | 393 | 498 | 628 | 811 |

| | | | | | | |
|---|-----|-----|----|---|----|----|
| Final Action | 8 | 11 | 10 | 3 | 11 | 20 |
| Appeal with EEOC Office of Federal Operations | 323 | 223 | 2 | 0 | 75 | 76 |

| Complaint Investigations (29 CFR 1614.704(m)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2018 Thru 03/31/18 |
|--|------------------------------------|---------|---------|---------|---------|-----------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | |
| Pending Complaints Where Investigation Exceeds Required Time Frames | 16 | 1 | 0 | 0 | 0 | 0 |