

**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: December 31, 2017**

**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 12/31/17</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	1099	979	910	1034	900	217
Number of Complainants	1023	916	859	974	844	216
Repeat Filers	70	58	49	57	53	1

<b>Complaints by Basis</b> 29 CFR 1614.704(d)	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2018 Thru 12/31/17</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><b>Note:</b> 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	104
Color	217	171	189	215	187	40
Religion	45	52	32	42	42	10
Reprisal	516	480	443	506	440	110
Sex	482	465	437	486	446	110
PDA	6	1	11	10	9	1
National Origin	98	97	75	132	137	25
Equal Pay Act	0	0	0	1	0	0
Age	369	321	337	321	300	87
Disability	346	303	283	324	270	74
Genetic Information	8	16	14	20	15	2
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 12/31/17
	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	4
Assignment of Duties	62	49	64	63	50	9
Awards	1	9	4	1	2	1
Conversion to Full Time	3	7	2	8	5	2
Disciplinary Action						
Demotion	7	5	8	9	4	0
Reprimand	134	121	107	107	91	20
Suspension	119	108	84	96	89	17
Removal	94	79	59	74	78	15
Other (Emergency Placement)	67	61	48	70	78	16
Duty Hours	100	104	77	124	103	28
Examination/Test	5	1	1	3	0	0
Harassment						
Non-Sexual	264	260	235	263	251	76
Sexual	26	29	25	27	33	5
Medical Examination	6	6	1	6	7	3
Pay (Including Overtime)	161	163	112	200	192	39
Perf. Eval./Appraisal	4	1	1	2	4	0
Promotion/Non-Selection	57	51	46	54	46	8
Reassignment						
Denied	29	32	20	18	15	2
Directed	27	43	33	21	15	3
Reasonable Accommodation Disability	90	81	103	94	84	28
Reinstatement	4	4	0	2	0	0
Religious Accommodation	n/a	n/a	n/a	n/a	1	3
Retirement	4	6	3	1	3	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	30	3
Telework	n/a	n/a	n/a	n/a	0	0
Termination	66	58	60	69	55	10
Terms/Conditions of Employment	359	281	306	323	310	62
Time and Attendance	166	160	116	155	147	43
Training	21	20	15	15	14	4
Other	57	43	61	19	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 12/31/17</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	131.96		134.18		115.40		107.63		119.52		124.84
Average number of days in final action stage	20.85		23.09		24.85		26.33		31.46		30.42
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	134.11		138.33		120.26		106.62		124.60		125.15
Average number of days in final action stage	8.21		7.08		15.54		20.95		19.48		24.69
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	126.63		126.21		105.51		109.29		113.48		124.47
Average number of days in final action stage	32.98		38.62		38.24		33.64		38.73		34.56

<b>Complaints Dismissed by Agency</b> (29 CFR 1614.704(g))	<b>Comparative Data</b> (29 CFR 1614.705)										<b>FY 2018 Thru 12/31/17</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)	324		315		310		310		254		57
Average days pending prior to dismissal	27.05		28.51		26.94		21.19		25.09		19.18
<b>Complaints Withdrawn by Complainants</b> (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	66		50		39		51		46		17

<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 12/31/17</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>			
	<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	7		2		1		1		0		0	
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	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))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 12/31/17	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total number of findings</b>	5		7		2		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	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	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	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 12/31/17
	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	1013
Total complainants from previous Fiscal Years	784	842	365	446	575	892
<b>Number of Complaints Pending</b>						
Investigation	0	0	1	0	1	83
ROI issued, pending Complainant's action	0	1	0	0	0	33
Hearing	278	327	393	498	628	850

Final Action	8	11	10	3	11	33
Appeal with EEOC Office of Federal Operations	323	223	2	0	75	75

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 12/31/17
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
<b>Pending Complaints Where Investigation Exceeds Required Time Frames</b>	16	1	0	0	0	0