

**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: June 30, 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 06/30/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Number of Complaints Filed	1099	979	910	1034	900	741
Number of Complainants	1023	916	859	974	844	712
Repeat Filers	70	58	49	57	53	26

Complaints by Basis 29 CFR 1614.704(d)	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 06/30/18
	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	356
Color	217	171	189	215	187	148
Religion	45	52	32	42	42	28
Reprisal	516	480	443	506	440	374
Sex	482	465	437	486	446	390
PDA	6	1	11	10	9	11
National Origin	98	97	75	132	137	109
Equal Pay Act	0	0	0	1	0	0
Age	369	321	337	321	300	283
Disability	346	303	283	324	270	254
Genetic Information	8	16	14	20	15	7
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 06/30/18
	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	9
Assignment of Duties	62	49	64	63	50	37
Awards	1	9	4	1	2	2
Conversion to Full Time	3	7	2	8	5	8
Disciplinary Action						
Demotion	7	5	8	9	4	0
Reprimand	134	121	107	107	91	66
Suspension	119	108	84	96	89	74
Removal	94	79	59	74	78	68
Other (Emergency Placement)	67	61	48	70	78	85
Duty Hours	100	104	77	124	103	94
Examination/Test	5	1	1	3	0	0
Harassment						
Non-Sexual	264	260	235	263	251	240
Sexual	26	29	25	27	33	23
Medical Examination	6	6	1	6	7	9
Pay (Including Overtime)	161	163	112	200	192	136
Perf. Eval./Appraisal	4	1	1	2	4	1
Promotion/Non-Selection	57	51	46	54	46	32
Reassignment						
Denied	29	32	20	18	15	10
Directed	27	43	33	21	15	23
Reasonable Accommodation Disability	90	81	103	94	84	97
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	3
Sex-Stereotyping	n/a	n/a	n/a	n/a	30	13
Telework	n/a	n/a	n/a	n/a	0	0
Termination	66	58	60	69	55	39
Terms/Conditions of Employment	359	281	306	323	310	216
Time and Attendance	166	160	116	155	147	162
Training	21	20	15	15	14	18
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 06/30/18
	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		125.48
Average number of days in final action stage	20.85		23.09		24.85		26.33		31.46		25.48
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		125.56
Average number of days in final action stage	8.21		7.08		15.54		20.95		19.48		18.47
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		124.89
Average number of days in final action stage	32.98		38.62		38.24		33.64		38.73		33.30

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 06/30/18
	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		167
Average days pending prior to dismissal	27.05		28.51		26.94		21.19		25.09		21.53
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	66		50		39		51		46		45

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 06/30/18	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	7		2		1		1		0		2	
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	2	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 06/30/18	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
#	%	#	%	#	%	#	%	#	%			
Total number of findings	7		2		1		1		0		2	
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	1	50
Suspension	1	14.2	0	0	1	100	0	0	0	0	2	100
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	1	50
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	50
Sexual	0	0	0	0	0	0	0	0	0	0	1	50
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	1	50
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 06/30/18
	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	721
Total complainants from previous Fiscal Years	784	842	365	446	575	641
Number of Complaints Pending						
Investigation	0	0	1	0	1	5
ROI issued, pending Complainant's action	0	1	0	0	0	2
Hearing	278	327	393	498	628	688

Final Action	8	11	10	3	11	24
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 06/30/18
	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