

**Western 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	504	438	448	443	493	273
Number of Complainants	482	417	416	419	475	266
Repeat Filers	22	21	25	23	16	7

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	220	196	189	181	185	103
Color	89	71	60	67	70	41
Religion	31	19	22	12	22	12
Reprisal	266	219	240	199	216	140
Sex	239	196	189	206	196	137
PDA	4	5	7	3	2	4
National Origin	45	38	37	52	68	32
Equal Pay Act	0	0	0	0	0	1
Age	228	192	208	163	148	103
Disability	206	179	186	169	203	114
Genetic Information	9	4	8	1	3	4
Non-EEO	3	0	3	0	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	14	9	20	6	5	3
Assignment of Duties	39	23	39	30	35	11
Awards	0	0	0	0	0	1
Conversion to Full Time	1	1	0	1	0	0
Disciplinary Action						
Demotion	2	2	3	0	0	0
Reprimand	51	66	55	57	51	30
Suspension	42	68	51	50	43	25
Removal	56	38	35	28	37	24
Other (Emergency Placement)	27	32	25	20	43	26
Duty Hours	33	39	34	64	70	15
Examination/Test	2	1	1	2	0	0
Harassment						
Non-Sexual	177	165	130	127	157	118
Sexual	10	20	10	15	5	9
Medical Examination	5	1	3	3	1	0
Pay (Including Overtime)	57	59	58	87	61	26
Perf. Eval./Appraisal	1	2	4	5	1	0
Promotion/Non-Selection	35	22	32	29	28	13
Reassignment						
Denied	11	8	10	11	7	11
Directed	4	7	17	16	2	5
Reasonable Accommodation Disability	56	70	76	56	62	51
Reinstatement	0	2	1	1	1	0
Religious Accommodation	n/a	n/a	n/a	n/a	5	2
Retirement	5	4	2	3	2	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	2	1
Telework	n/a	n/a	n/a	n/a	0	0
Termination	20	30	45	36	43	7
Terms/Conditions of Employment	150	158	139	138	149	73
Time and Attendance	56	69	70	68	63	35
Training	13	13	6	11	15	3
Other	25	36	47	5	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	129.75		158.28		135.39		120.12		131.86		121.23
Average number of days in final action stage	37.03		29.83		26.54		25.12		25.35		25.16
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	130.20		164.02		142.20		121.82		135.71		118.39
Average number of days in final action stage	10.06		13.86		17.84		17.99		18.50		18.91
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	126.49		146.51		124.09		117.71		127.11		124.48
Average number of days in final action stage	30.44		34.57		33.62		33.78		31.91		32.22

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)	136		119		121		104		133		76
Average days pending prior to dismissal	33.13		33.28		30.99		24.22		31.04		19.62
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	32		27		28		22		25		9

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	3		8		5		5		3		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	3	100	8	100	5	100	5	100	3	100	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 03/31/18	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
#	%	#	%	#	%	#	%	#	%			
Total number of findings	3		8		5		5		3		2	
Appointment/Hire	0	0	0	0	0	0	1	20	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	2	40	0	0	0	0	1	50
Suspension	0	0	0	0	0	0	0	0	2	67	0	0
Removal	0	0	2	25	0	0	1	20	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	12	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	2	66.6	1	12	3	60	1	20	0	0	1	50
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	1	12	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	1	33.3	3	37	2	40	1	20	0	0	2	100
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	1	20	0	0	0	0	0	0
Terms/Conditions of Employment	1	33.3	0	0	0	0	2	40	1	33	0	0
Time and Attendance	0	0	0	0	1	20	0	0	1	33	0	0

Disciplinary Action												
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(I))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2014	FY 2015	FY 2016	
Total complaints from previous Fiscal Years	439	517	285	278	335	436
Total complainants from previous Fiscal Years	392	450	250	241	297	384
Number of Complaints Pending						
Investigation	0	0	0	0	10	14
ROI issued, pending Complainant's action	0	0	0	0	0	5

Hearing	213	248	282	276	319	402
Final Action	3	0	2	0	1	9
Appeal with EEOC Office of Federal Operations	150	116	2	0	34	34

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	8	1	0	0	0	0