

**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: December 31, 2017

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 12/31/17 |
|--|---|----------------|----------------|----------------|----------------|--------------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | |
| Number of Complaints Filed | 504 | 438 | 448 | 443 | 493 | 142 |
| Number of Complainants | 482 | 417 | 416 | 419 | 475 | 141 |
| Repeat Filers | 22 | 21 | 25 | 23 | 16 | 1 |

| Complaints by Basis 29 CFR 1614.704(d) | 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 | |
| <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 | 54 |
| Color | 89 | 71 | 60 | 67 | 70 | 22 |
| Religion | 31 | 19 | 22 | 12 | 22 | 8 |
| Reprisal | 266 | 219 | 240 | 199 | 216 | 66 |
| Sex | 239 | 196 | 189 | 206 | 196 | 76 |
| PDA | 4 | 5 | 7 | 3 | 2 | 2 |
| National Origin | 45 | 38 | 37 | 52 | 68 | 16 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 1 |
| Age | 228 | 192 | 208 | 163 | 148 | 57 |
| Disability | 206 | 179 | 186 | 169 | 203 | 56 |
| Genetic Information | 9 | 4 | 8 | 1 | 3 | 2 |
| 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 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 | 14 | 9 | 20 | 6 | 5 | 3 |
| Assignment of Duties | 39 | 23 | 39 | 30 | 35 | 5 |
| Awards | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 | 13 |
| Suspension | 42 | 68 | 51 | 50 | 43 | 12 |
| Removal | 56 | 38 | 35 | 28 | 37 | 8 |
| Other (Emergency Placement) | 27 | 32 | 25 | 20 | 43 | 9 |
| Duty Hours | 33 | 39 | 34 | 64 | 70 | 6 |
| Examination/Test | 2 | 1 | 1 | 2 | 0 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 177 | 165 | 130 | 127 | 157 | 51 |
| Sexual | 10 | 20 | 10 | 15 | 5 | 7 |
| Medical Examination | 5 | 1 | 3 | 3 | 1 | 0 |
| Pay (Including Overtime) | 57 | 59 | 58 | 87 | 61 | 15 |
| Perf. Eval./Appraisal | 1 | 2 | 4 | 5 | 1 | 0 |
| Promotion/Non-Selection | 35 | 22 | 32 | 29 | 28 | 8 |
| Reassignment | | | | | | |
| Denied | 11 | 8 | 10 | 11 | 7 | 8 |
| Directed | 4 | 7 | 17 | 16 | 2 | 2 |
| Reasonable Accommodation Disability | 56 | 70 | 76 | 56 | 62 | 24 |
| Reinstatement | 0 | 2 | 1 | 1 | 1 | 0 |
| Religious Accommodation | n/a | n/a | n/a | n/a | 5 | 1 |
| Retirement | 5 | 4 | 2 | 3 | 2 | 0 |
| Sex-Stereotyping | n/a | n/a | n/a | n/a | 2 | 0 |
| Telework | n/a | n/a | n/a | n/a | 0 | 0 |
| Termination | 20 | 30 | 45 | 36 | 43 | 4 |
| Terms/Conditions of Employment | 150 | 158 | 139 | 138 | 149 | 39 |
| Time and Attendance | 56 | 69 | 70 | 68 | 63 | 16 |
| Training | 13 | 13 | 6 | 11 | 15 | 2 |
| 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 12/31/17 |
|--|---|--|----------------|--|----------------|--|----------------|--|----------------|--|--------------------------------------|
| | 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 | | 121.15 |
| Average number of days in final action stage | 37.03 | | 29.83 | | 26.54 | | 25.12 | | 25.35 | | 25.21 |
| 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 | | 120.31 |
| Average number of days in final action stage | 10.06 | | 13.86 | | 17.84 | | 17.99 | | 18.50 | | 20.33 |
| 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 | | 121.76 |
| Average number of days in final action stage | 30.44 | | 34.57 | | 33.62 | | 33.78 | | 31.91 | | 31.92 |

| Complaints Dismissed by Agency (29 CFR 1614.704(g)) | 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 dismissed by agency under 1614.107(a) (prior to a request for a hearing) | 136 | | 119 | | 121 | | 104 | | 133 | | 39 |
| Average days pending prior to dismissal | 33.13 | | 33.28 | | 30.99 | | 24.22 | | 31.04 | | 18.51 |
| Complaints Withdrawn by Complainants (29 CFR 1614.704(h)) | | | | | | | | | | | |
| Total complaints withdrawn by complainants | 32 | | 27 | | 28 | | 22 | | 25 | | 4 |

| Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i)) | 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 number of findings | 3 | | 8 | | 5 | | 5 | | 3 | | 1 | |
| 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 | 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 12/31/17 | |
|--|------------------------------------|------|---------|-----|---------|-----|---------|-----|---------|----|-----------------------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | FY 2013 | | FY 2014 | | FY 2015 | | FY 2016 | | FY 2017 | | | |
| # | % | # | % | # | % | # | % | # | % | | | |
| Total number of findings | 3 | | 8 | | 5 | | 5 | | 3 | | 1 | |
| 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 | 100 |
| 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 | 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 | 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 | 1 | 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 |

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|-------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|---|---|---|---|
| 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(l)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2018 Thru 12/31/17 |
|--|------------------------------------|---------|---------|---------|---------|-----------------------|
| | 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 | 528 |
| Total complainants from previous Fiscal Years | 392 | 450 | 250 | 241 | 297 | 463 |
| Number of Complaints Pending | | | | | | |
| Investigation | 0 | 0 | 0 | 0 | 10 | 35 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 29 |

| | | | | | | |
|---|-----|-----|-----|-----|-----|-----|
| Hearing | 213 | 248 | 282 | 276 | 319 | 435 |
| Final Action | 3 | 0 | 2 | 0 | 1 | 17 |
| 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 12/31/17 |
|--|------------------------------------|---------|---------|---------|---------|-----------------------------|
| | 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 |