

**Capital Metro 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: September 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 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Number of Complaints Filed	513	527	491	482	542	571
Number of Complainants	487	498	462	453	507	546
Repeat Filers	24	26	27	27	32	21

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	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	262	245	235	217	260	242
Color	94	96	105	94	113	107
Religion	21	30	20	22	23	26
Reprisal	241	265	233	218	245	286
Sex	225	235	220	209	240	291
PDA	3	1	3	4	2	5
National Origin	28	43	36	39	60	38
Equal Pay Act	1	0	0	1	1	1
Age	166	201	160	160	174	190
Disability	166	202	190	177	202	250
Genetic Information	8	7	3	11	12	10
Non-EEO	1	2	3	0	0	0

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.						
Appointment/Hire	7	7	14	7	7	5
Assignment of Duties	45	25	33	31	32	29
Awards	0	0	0	2	0	1
Conversion to Full Time	2	0	5	0	1	4
Disciplinary Action						
Demotion	5	0	0	2	2	0
Reprimand	66	72	64	49	50	55
Suspension	60	56	61	52	48	46
Removal	49	40	44	43	47	40
Other (Emergency Placement)	35	33	35	40	61	65
Duty Hours	45	36	31	54	35	68
Examination/Test	1	0	1	1	0	0
Harassment						
Non-Sexual	151	151	121	103	167	217
Sexual	14	16	13	17	26	25
Medical Examination	2	3	1	4	5	1
Pay (Including Overtime)	61	61	75	64	92	93
Perf. Eval./Appraisal	5	1	4	3	3	0
Promotion/Non-Selection	25	33	24	24	32	24
Reassignment						
Denied	17	12	4	9	8	13
Directed	8	14	10	3	4	13
Reasonable Accommodation Disability	55	80	72	65	74	113
Reinstatement	1	1	4	0	1	1
Religious Accommodation	N/A	N/A	N/A	N/A	4	1
Retirement	4	2	3	2	2	2
Sex-Stereotyping	N/A	N/A	N/A	N/A	9	16
Telework	N/A	N/A	N/A	N/A	0	0
Termination	33	44	33	30	35	41
Terms/Conditions of Employment	153	165	167	170	174	182
Time and Attendance	99	95	84	91	97	92
Training	10	7	7	9	10	18
Other	32	25	40	15	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 09/30/2018	
	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	134.56		132.36		114.00		111.50		123.10		129.04	
Average number of days in final action stage	35.75		49.87		25.44		26.34		24.96		22.39	
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	136.24		136.71		117.51		114.35		127.44		132.99	
Average number of days in final action stage	13.31		47.41		18.70		22.14		18.33		17.40	
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	129.14		123.97		107.64		107.52		117.47		123.59	
Average number of days in final action stage	30.16		31.12		34.47		31.67		31.40		29.04	

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018	
	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)	160		172		118		145		137		140	
Average days pending prior to dismissal	36.15		26.18		29.94		24.67		26.08		24.13	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	18		37		23		18		23		29	

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	6		10		3		7		9		5	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	6	100	10	100	3	100	7	100	9	100	5	100

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	6		10		3		7		9		5	
Race	2	33.3	2	20	1	33	2	29	3	33	0	0
Color	1	16.6	0	0	1	33	0	0	1	11	0	0
Religion	0	0	0	0	0	0	0	0	1	11	0	0
Reprisal	5	83.3	4	40	2	67	3	43	4	44	2	40
Sex	0	0	4	40	1	33	0	0	4	44	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	11	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	11	0	0
Disability	0	0	3	30	1	33	3	43	3	33	4	80
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 after a hearing												
Race	2	100	2	100	1	100	2	100	3	100	0	0
Color	1	100	0	0	1	100	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	1	100	0	0
Reprisal	5	100	4	100	2	100	3	100	4	100	2	100
Sex	0	0	4	100	1	100	0	0	4	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	3	100	1	100	3	100	3	100	4	100
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 without a hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	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 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	6		10		3		7		9		5	
Appointment/Hire	1	16.6	0	0	0	0	0	0	1	11	0	0
Assignment of Duties	0	0	0	0	1	33	0	0	0	0	2	40
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	2	20	0	0	1	14	0	0	0	0
Suspension	1	16.6	0	0	1	33	0	0	0	0	1	20
Removal	0	0	1	10	1	33	0	0	0	0	1	20
Other (Emergency Placement)	1	16.6	1	10	1	33	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	33	0	0	1	11	2	40
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	16.6	3	30	1	33	2	29	1	11	1	20
Sexual	0	0	2	20	0	0	0	0	1	11	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	20
Pay Including Overtime	0	0	0	0	2	67	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	2	20	0	0	2	29	3	33	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	1	20
Reasonable Accommodation Disability	0	0	2	20	1	33	3	43	3	33	4	80
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	1	11	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	1	10	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	16.6	0	0	1	33	0	0	0	0	1	20
Time and Attendance	1	16.6	0	0	1	33	1	14	1	11	1	20
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	33	0	0	0	0	0	0
Findings after a hearing												
Appointment/Hire	1	100	0	0	0	0	0	0	1	100	0	0
Assignment of Duties	0	0	0	0	1	100	0	0	0	0	2	100
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	2	100	0	0	1	100	0	0	0	0
Suspension	1	100	0	0	1	100	0	0	0	0	1	100
Removal	0	0	1	100	1	100	0	0	0	0	1	100
Other (Emergency Placement)	1	100	1	100	1	100	0	0	0	0	0	0
Duty Hours	0	0	0	0	1	100	0	0	1	100	2	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	3	100	1	100	2	100	1	100	1	100

Sexual	0	0	2	100	0	0	0	0	1	100	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	100
Pay Including Overtime	0	0	0	0	2	100	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	2	100	0	0	2	100	3	100	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	1	100
Reasonable Accommodation Disability	0	0	2	100	1	100	3	100	3	100	4	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	1	100	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	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	0	0	1	100	0	0	0	0	1	100
Time and Attendance	1	100	0	0	1	100	1	100	1	100	1	100
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	100	0	0	0	0	0	0
Findings without a hearing												
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	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 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Total complaints from previous Fiscal Years	481	521	293	316	344	280
Total complainants from previous Fiscal Years	433	465	266	282	313	261
Number of Complaints Pending						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	190	235	288	314	338	271
Final Action	12	5	5	2	5	7
Appeal with EEOC Office of Federal Operations	187	142	1	0	65	66

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Pending Complaints Where Investigation Exceeds Required Time Frames	6	0	0	0	0	0