

**Eastern 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	713	614	566	592	545	557
Number of Complainants	679	587	540	565	514	536
Repeat Filers	32	24	24	26	29	18

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	309	259	211	238	236	251
Color	89	96	81	94	83	89
Religion	34	23	22	22	23	22
Reprisal	313	267	243	264	255	258
Sex	328	286	253	282	270	294
PDA	0	2	3	6	10	8
National Origin	26	29	29	44	31	34
Equal Pay Act	0	0	0	0	0	0
Age	278	221	185	224	191	180
Disability	240	229	207	202	171	201
Genetic Information	5	6	5	4	10	8
Non-EEO	2	3	2	0	1	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	14	16	20	17	8	6
Assignment of Duties	64	60	21	31	45	38
Awards	1	0	5	4	2	1
Conversion to Full Time	2	2	3	0	2	2
Disciplinary Action						
Demotion	3	1	0	0	1	2
Reprimand	91	65	62	62	71	57
Suspension	107	87	57	69	59	58
Removal	82	65	55	66	40	61
Other (Emergency Placement)	75	45	18	32	23	44
Duty Hours	75	45	39	54	46	41
Examination/Test	3	2	2	0	0	0
Harassment						
Non-Sexual	205	153	105	129	161	190
Sexual	14	18	11	13	22	22
Medical Examination	4	9	0	10	3	0
Pay (Including Overtime)	89	83	80	74	84	80
Perf. Eval./Appraisal	7	1	3	2	1	0
Promotion/Non-Selection	34	52	28	29	40	36
Reassignment						
Denied	35	15	8	10	15	14
Directed	54	13	5	8	4	10
Reasonable Accommodation Disability	94	76	74	67	69	83
Reinstatement	3	2	1	0	1	0
Religious Accommodation	N/A	N/A	N/A	N/A	3	6
Retirement	5	1	0	6	2	2
Sex-Stereotyping	N/A	N/A	N/A	N/A	9	9
Telework	N/A	N/A	N/A	N/A	0	0
Termination	43	47	46	56	42	38
Terms/Conditions of Employment	166	173	170	204	131	137
Time and Attendance	104	83	75	69	62	73
Training	13	10	10	6	14	15
Other	29	38	20	4	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	132.60		141.55		107.88		107.53		123.51		130.34
Average number of days in final action stage	40.40		26.28		23.61		26.09		26.36		23.67
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	134.33		144.09		112.47		105.23		130.67		128.67
Average number of days in final action stage	16.45		12.88		17.67		22.12		17.18		17.55
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	128.73		137.13		100.03		109.99		115.98		118.17
Average number of days in final action stage	36.07		30.78		30.42		29.23		31.91		28.87

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)	199		185		152		152		163		144
Average days pending prior to dismissal	29.57		28.77		19.93		22.03		21.67		20.34
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	55		32		35		37		28		45

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		1		3		1		1		5	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	6	100	1	100	3	100	1	100	1	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		1		3		1		1		5	
Race	1	16.7	0	0	1	33	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	33.3	0	0	3	100	0	0	0	0	4	80
Sex	2	33.3	0	0	3	100	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	2	33.3	1	100	0	0	1	100	0	0	3	60
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	1	100	0	0	1	100	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	0	0	3	100	0	0	0	0	4	100
Sex	2	100	0	0	3	100	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	2	100	1	100	0	0	1	100	0	0	3	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		1		3		1		1		5	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	100	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	16.7	0	0	0	0	0	0	0	0	1	20
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	20
Other (Emergency Placement)	0	0	0	0	0	0	0	0	0	0	1	20
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	2	33.3	0	0	1	33	1	100	0	0	2	40
Sexual	2	33.3	0	0	2	67	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	1	16.6	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	0	0	1	33	1	100	0	0	3	60
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	1	100	0	0
Terms/Conditions of Employment	0	0	1	100	0	0	1	100	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	1	16.6	0	0	0	0	0	0	0	0	0	0
Findings after 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	1	100	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	100	0	0	0	0	0	0	0	0	1	100
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	1	100
Other (Emergency Placement)	0	0	0	0	0	0	0	0	0	0	1	100
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	2	100	0	0	1	100	1	100	0	0	2	100

Sexual	2	100	0	0	2	100	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	1	100	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	0	0	1	100	1	100	0	0	3	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	N/A	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	N/A	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Termination	0	0	0	0	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	0	1	100	0	0	1	100	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	1	100	0	0	0	0	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	N/A	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	N/A	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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	621	679	375	426	469	445
Total complainants from previous Fiscal Years	552	604	340	385	427	399
Number of Complaints Pending						
Investigation	0	0	1	0	5	5
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	280	330	371	424	460	434
Final Action	2	7	3	4	4	5
Appeal with EEOC Office of Federal Operations	176	151	1	0	24	26

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	3	1	0	0	0	0