

**Great Lakes 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	532	462	444	432	426	376
Number of Complainants	493	431	416	402	399	354
Repeat Filers	36	28	23	28	24	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	233	196	200	190	202	166
Color	71	70	61	81	76	79
Religion	27	16	17	15	25	10
Reprisal	254	225	203	198	201	195
Sex	229	196	215	194	210	182
PDA	3	4	8	9	2	3
National Origin	23	19	13	26	29	26
Equal Pay Act	0	0	0	1	0	0
Age	174	152	137	135	129	122
Disability	195	164	145	151	158	156
Genetic Information	2	10	8	10	5	7
Non-EEO	1	1	2	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	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	11	6	5	1	5	5
Assignment of Duties	35	39	30	33	39	23
Awards	0	1	3	2	2	1
Conversion to Full Time	1	6	3	0	1	1
Disciplinary Action						
Demotion	2	1	2	2	2	1
Reprimand	54	45	38	36	46	36
Suspension	56	40	33	34	29	24
Removal	66	72	69	65	59	57
Other (Emergency Placement)	44	36	38	29	31	21
Duty Hours	28	52	26	39	31	29
Examination/Test	4	0	3	2	0	0
Harassment						
Non-Sexual	111	90	108	123	107	95
Sexual	11	6	14	17	11	11
Medical Examination	5	3	3	9	4	2
Pay (Including Overtime)	78	71	60	59	67	59
Perf. Eval./Appraisal	2	2	1	1	3	0
Promotion/Non-Selection	23	25	33	27	26	21
Reassignment						
Denied	10	10	9	10	12	8
Directed	18	8	3	3	2	14
Reasonable Accommodation Disability	65	38	36	55	50	45
Reinstatement	3	1	1	0	2	1
Religious Accommodation	N/A	N/A	N/A	N/A	1	0
Retirement	0	2	2	2	1	2
Sex-Stereotyping	N/A	N/A	N/A	N/A	3	4
Telework	N/A	N/A	N/A	N/A	0	0
Termination	53	30	58	39	36	13
Terms/Conditions of Employment	167	171	116	135	109	108
Time and Attendance	52	54	52	50	56	58
Training	11	10	6	9	9	5
Other	21	28	24	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 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	136.58		133.40		123.67		108.65		112.40		107.85	
Average number of days in final action stage	36.15		35.12		26.00		26.03		25.22		28.38	
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	143.01		135.24		130.50		119.24		113.13		110.28	
Average number of days in final action stage	13.05		14.04		18.78		20.69		18.72		23.52	
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	122.11		129.94		112.91		93.37		111.82		103.68	
Average number of days in final action stage	37.23		42.76		34.20		34.01		33.73		33.96	

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)	137		142		136		124		129		108	
Average days pending prior to dismissal	25.73		24.89		24.61		25.12		20.18		17.28	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	28		36		25		24		15		19	

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	7		5		6		0		8		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	7	100	5	100	6	100	0	0	8	100	2	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	7		5		6		0		8		2	
Race	0	0	1	20	1	17	0	0	1	12	1	50
Color	0	0	0	0	0	0	0	0	1	12	0	0
Religion	1	14.2	0	0	0	0	0	0	0	0	0	0
Reprisal	5	71.4	4	80	1	17	0	0	3	38	2	100
Sex	1	14.2	0	0	1	17	0	0	1	12	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	1	50
Disability	3	42.8	1	20	5	83	0	0	6	75	1	50
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	0	0	1	100	1	100	0	0	1	100	1	100
Color	0	0	0	0	0	0	0	0	1	100	0	0
Religion	1	100	0	0	0	0	0	0	0	0	0	0
Reprisal	5	100	4	100	1	100	0	0	3	100	2	100
Sex	1	100	0	0	1	100	0	0	1	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	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	1	100
Disability	3	100	1	100	5	100	0	0	6	100	1	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	7		5		6		0		8		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	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	17	0	0	2	25	0	0
Removal	1	14.2	1	20	1	17	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	0	0	2	25	0	0
Duty Hours	0	0	0	0	1	17	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	28.5	3	60	0	0	0	0	2	25	1	50
Sexual	1	14.2	0	0	0	0	0	0	0	0	0	0
Medical Examination	1	14.2	0	0	0	0	0	0	0	0	1	50
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	1	50
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	14.2	0	0	1	17	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	20	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	14.2	1	20	2	34	0	0	3	38	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	1	14.2	0	0	0	0	0	0	1	12	1	50
Terms/Conditions of Employment	1	14.2	0	0	2	34	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	17	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	2	100
Other	0	0	1	20	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	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	1	100	0	0	2	100	0	0
Removal	1	100	1	100	1	100	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	0	0	2	100	0	0
Duty Hours	0	0	0	0	1	100	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	3	100	0	0	0	0	2	100	1	100

Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Medical Examination	1	100	0	0	0	0	0	0	0	0	1	100
Pay Including Overtime	0	0	0	0	0	0	0	0	0	0	1	100
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	1	100	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	100	1	100	2	100	0	0	3	100	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	1	100	0	0	0	0	0	0	1	100	1	100
Terms/Conditions of Employment	1	100	0	0	2	100	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	2	100
Other	0	0	1	100	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	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	396	502	211	233	257	263
Total complainants from previous Fiscal Years	362	428	183	191	226	234
Number of Complaints Pending						
Investigation	0	0	0	0	3	3
ROI issued, pending Complainant's action	0	2	0	0	0	0
Hearing	143	195	205	232	240	240
Final Action	2	1	7	3	3	8
Appeal with EEOC Office of Federal Operations	173	143	3	1	47	45

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	14	0	1	0	0	0