

**Northeast 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	412	390	336	411	391	370
Number of Complainants	391	376	320	386	373	356
Repeat Filers	20	13	15	22	18	13

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	132	158	126	155	119	137
Color	57	72	56	49	52	63
Religion	18	25	16	23	17	19
Reprisal	191	185	162	173	181	167
Sex	134	143	122	153	151	164
PDA	2	2	3	6	2	9
National Origin	75	51	45	49	61	49
Equal Pay Act	0	0	0	0	0	0
Age	159	146	111	143	115	114
Disability	133	124	117	137	125	127
Genetic Information	15	6	3	2	4	4
Non-EEO	0	2	2	1	2	1

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	5	9	7	3	3	7
Assignment of Duties	25	26	22	33	30	19
Awards	0	1	2	0	2	0
Conversion to Full Time	0	1	1	1	2	0
Disciplinary Action						
Demotion	2	2	1	2	2	1
Reprimand	62	59	51	50	52	47
Suspension	61	52	47	48	34	45
Removal	47	47	33	35	31	33
Other (Emergency Placement)	25	18	23	20	19	31
Duty Hours	27	30	38	37	17	37
Examination/Test	1	4	1	0	0	0
Harassment						
Non-Sexual	124	134	94	139	146	151
Sexual	4	5	10	10	16	13
Medical Examination	1	2	1	4	3	0
Pay (Including Overtime)	44	41	33	63	51	52
Perf. Eval./Appraisal	0	1	1	1	0	0
Promotion/Non-Selection	16	17	12	22	26	21
Reassignment						
Denied	16	12	9	7	8	10
Directed	11	9	6	6	4	0
Reasonable Accommodation Disability	25	40	48	50	58	54
Reinstatement	2	1	1	1	2	2
Religious Accommodation	N/A	N/A	N/A	N/A	2	2
Retirement	3	2	1	3	1	1
Sex-Stereotyping	N/A	N/A	N/A	N/A	3	6
Telework	N/A	N/A	N/A	N/A	0	0
Termination	55	32	29	34	31	31
Terms/Conditions of Employment	114	101	150	143	86	120
Time and Attendance	69	58	58	55	54	40
Training	14	8	3	6	11	11
Other	34	20	22	8	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	146.10		137.87		121.96		106.06		130.84		138.75	
Average number of days in final action stage	31.95		27.17		22.79		22.23		26.90		23.97	
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	150.80		136.23		123.70		104.49		140.76		140.31	
Average number of days in final action stage	14.83		8.19		15.15		14.24		17.12		15.94	
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	136.48		141.59		119.04		108.48		120.26		132.24	
Average number of days in final action stage	52.37		45.42		31.98		28.83		30.32		29.16	

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)	111		105		96		104		88		88	
Average days pending prior to dismissal	28.47		32.24		25.47		24.12		25.58		25.59	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	31		42		32		16		27		23	

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	0		0		1		1		1		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	0	0	0	0	1	100	1	100	1	100	0	0

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	0		0		1		1		1		0	
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	1	100	1	100	0	0
Sex	0	0	0	0	1	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	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 after 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	1	100	1	100	0	0
Sex	0	0	0	0	1	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	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 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	0		0		1		1		1		0	
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	1	100	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	1	100	1	100	1	100	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	1	100	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
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	1	100	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	1	100	1	100	1	100	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	1	100	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
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	395	403	133	162	244	254
Total complainants from previous Fiscal Years	351	363	121	150	220	237
Number of Complaints Pending						
Investigation	0	0	0	1	9	9
ROI issued, pending Complainant's action	1	0	0	1	0	0
Hearing	166	153	130	158	229	226
Final Action	2	6	3	3	5	2
Appeal with EEOC Office of Federal Operations	112	81	0	0	9	9

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	12	0	0	0	0	1