

**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: 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	504	438	448	443	493	546
Number of Complainants	482	417	416	419	475	511
Repeat Filers	22	21	25	23	16	32

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	220	196	189	181	185	224
Color	89	71	60	67	70	99
Religion	31	19	22	12	22	27
Reprisal	266	219	240	199	216	283
Sex	239	196	189	206	196	273
PDA	4	5	7	3	2	5
National Origin	45	38	37	52	68	69
Equal Pay Act	0	0	0	0	0	1
Age	228	192	208	163	148	202
Disability	206	179	186	169	203	217
Genetic Information	9	4	8	1	3	6
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 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	9	20	6	5	8
Assignment of Duties	39	23	39	30	35	23
Awards	0	0	0	0	0	2
Conversion to Full Time	1	1	0	1	0	1
Disciplinary Action						
Demotion	2	2	3	0	0	1
Reprimand	51	66	55	57	51	49
Suspension	42	68	51	50	43	54
Removal	56	38	35	28	37	58
Other (Emergency Placement)	27	32	25	20	43	53
Duty Hours	33	39	34	64	70	44
Examination/Test	2	1	1	2	0	0
Harassment						
Non-Sexual	177	165	130	127	157	236
Sexual	10	20	10	15	5	17
Medical Examination	5	1	3	3	1	1
Pay (Including Overtime)	57	59	58	87	61	51
Perf. Eval./Appraisal	1	2	4	5	1	0
Promotion/Non-Selection	35	22	32	29	28	29
Reassignment						
Denied	11	8	10	11	7	19
Directed	4	7	17	16	2	10
Reasonable Accommodation Disability	56	70	76	56	62	88
Reinstatement	0	2	1	1	1	1
Religious Accommodation	N/A	N/A	N/A	N/A	5	2
Retirement	5	4	2	3	2	1
Sex-Stereotyping	N/A	N/A	N/A	N/A	2	4
Telework	N/A	N/A	N/A	N/A	0	0
Termination	20	30	45	36	43	18
Terms/Conditions of Employment	150	158	139	138	149	134
Time and Attendance	56	69	70	68	63	63
Training	13	13	6	11	15	6
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 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	129.75	158.28	135.39	120.12	131.86	123.19
Average number of days in final action stage	37.03	29.83	26.54	25.12	25.35	24.78
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	122.56
Average number of days in final action stage	10.06	13.86	17.84	17.99	18.50	17.46
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	123.18
Average number of days in final action stage	30.44	34.57	33.62	33.78	31.91	34.21

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)	136	119	121	104	133	158
Average days pending prior to dismissal	33.13	33.28	30.99	24.22	31.04	21.87
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	32	27	28	22	25	21

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	3		8		5		5		3		3	
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	3	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	3		8		5		5		3		3	
Race	0	0	0	0	0	0	1	20	0	0	0	0
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	0	0	1	12	0	0	0	0	0	0	0	0
Reprisal	2	66.6	6	75	4	80	2	40	1	33	0	0
Sex	0	0	1	12	0	0	2	40	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	1	33	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	33
Disability	2	66.6	2	25	2	40	3	60	2	67	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 after a hearing												
Race	0	0	0	0	0	0	1	100	0	0	0	0
Color	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	2	100	6	100	4	100	2	100	1	100	0	0
Sex	0	0	1	100	0	0	2	100	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	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	0	0	1	100
Disability	2	100	2	100	2	100	3	100	2	100	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	3		8		5		5		3		3	
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	33
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	1	33
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	2	67
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	2	67
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	1	33
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	1	100	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	100	0	0	0	0	1	100
Suspension	0	0	0	0	0	0	0	0	2	100	0	0
Removal	0	0	2	100	0	0	1	100	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	0	0	0	0	1	100
Duty Hours	0	0	1	100	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	1	100	3	100	1	100	0	0	2	100

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	100	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	100	3	100	2	100	1	100	0	0	2	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	100	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	0	0	0	0	2	100	1	100	0	0
Time and Attendance	0	0	0	0	1	100	0	0	1	100	1	100
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	439	517	285	278	335	304
Total complainants from previous Fiscal Years	392	450	250	241	297	271
Number of Complaints Pending						
Investigation	0	0	0	0	10	10
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	213	248	282	276	319	282
Final Action	3	0	2	0	1	9
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 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	8	1	0	0	0	0