

**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: December 31, 2018

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Number of Complaints Filed	527	491	482	542	571	142
Number of Complainants	498	462	453	507	546	141
Repeat Filers	26	27	27	32	21	1

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	245	235	217	260	242	68
Color	96	105	94	113	107	22
Religion	30	20	22	23	26	7
Reprisal	265	233	218	245	286	62
Sex	235	220	209	240	291	64
PDA	1	3	4	2	5	1
National Origin	43	36	39	60	38	14
Equal Pay Act	0	0	1	1	1	1
Age	201	160	160	174	190	32
Disability	202	190	177	202	250	57
Genetic Information	7	3	11	12	10	4
Non-EEO	2	3	0	0	0	0

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.						
Appointment/Hire	7	14	7	7	5	6
Assignment of Duties	25	33	31	32	29	11
Awards	0	0	2	0	1	0
Conversion to Full Time	0	5	0	1	4	1
Disciplinary Action						
Demotion	0	0	2	2	0	0
Reprimand	72	64	49	50	55	17
Suspension	56	61	52	48	46	12
Removal	40	44	43	47	40	19
Other (Emergency Placement)	33	35	40	61	65	16
Duty Hours	36	31	54	35	68	18
Examination/Test	0	1	1	0	0	1
Harassment						
Non-Sexual	151	121	103	167	217	67
Sexual	16	13	17	26	25	4
Medical Examination	3	1	4	5	1	0
Pay (Including Overtime)	61	75	64	92	93	26
Perf. Eval./Appraisal	1	4	3	3	0	0
Promotion/Non-Selection	33	24	24	32	24	8
Reassignment						
Denied	12	4	9	8	13	3
Directed	14	10	3	4	13	2
Reasonable Accommodation Disability	80	72	65	74	113	30
Reinstatement	1	4	0	1	1	0
Religious Accommodation	N/A	N/A	N/A	4	1	1
Retirement	2	3	2	2	2	0
Sex-Stereotyping	N/A	N/A	N/A	9	16	3
Telework	N/A	N/A	N/A	0	0	0
Termination	44	33	30	35	41	5
Terms/Conditions of Employment	165	167	170	174	182	44
Time and Attendance	95	84	91	97	92	26
Training	7	7	9	10	18	6
Other	25	40	15	0	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 2019 Thru 12/31/2018	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018			
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))												
Average number of days in investigation stage	132.36		114.00		111.50		123.10		129.04		136.59	
Average number of days in final action stage	49.87		25.44		26.34		24.96		22.39		21.61	
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	136.71		117.51		114.35		127.44		132.99		150.06	
Average number of days in final action stage	47.41		18.70		22.14		18.33		17.40		15.53	
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	123.97		107.64		107.52		117.47		123.59		127.18	
Average number of days in final action stage	31.12		34.47		31.67		31.40		29.04		28.75	

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2019 Thru 12/31/2018	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018			
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	172		118		145		137		140		17	
Average days pending prior to dismissal	26.18		29.94		24.67		26.08		24.13		25.29	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	37		23		18		23		29		7	

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2019 Thru 12/31/2018	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	10		3		7		9		5		1	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	10	100	3	100	7	100	9	100	5	100	1	100

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2019 Thru 12/31/2018	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	10		3		7		9		5		1	
Race	2	20	1	33	2	29	3	33	0	0	0	0
Color	0	0	1	33	0	0	1	11	0	0	0	0
Religion	0	0	0	0	0	0	1	11	0	0	0	0
Reprisal	4	40	2	67	3	43	4	44	2	40	0	0
Sex	4	40	1	33	0	0	4	44	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	11	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	1	11	0	0	0	0
Disability	3	30	1	33	3	43	3	33	4	80	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	2	100	1	100	2	100	3	100	0	0	0	0
Color	0	0	1	100	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	1	100	0	0	0	0
Reprisal	4	100	2	100	3	100	4	100	2	100	0	0
Sex	4	100	1	100	0	0	4	100	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	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	1	100	0	0	0	0
Disability	3	100	1	100	3	100	3	100	4	100	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 2019 Thru 12/31/2018	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	10		3		7		9		5		1	
Appointment/Hire	0	0	0	0	0	0	1	11	0	0	0	0
Assignment of Duties	0	0	1	33	0	0	0	0	2	40	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	2	20	0	0	1	14	0	0	0	0	0	0
Suspension	0	0	1	33	0	0	0	0	1	20	0	0
Removal	1	10	1	33	0	0	0	0	1	20	0	0
Other (Emergency Placement)	1	10	1	33	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	33	0	0	1	11	2	40	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	30	1	33	2	29	1	11	1	20	0	0
Sexual	2	20	0	0	0	0	1	11	0	0	1	100
Medical Examination	0	0	0	0	0	0	0	0	1	20	0	0
Pay Including Overtime	0	0	2	67	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	2	20	0	0	2	29	3	33	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	1	20	0	0
Reasonable Accommodation Disability	2	20	1	33	3	43	3	33	4	80	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	1	11	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	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Termination	1	10	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	33	0	0	0	0	1	20	0	0
Time and Attendance	0	0	1	33	1	14	1	11	1	20	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	1	33	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	1	100	0	0	0	0	2	100	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	2	100	0	0	1	100	0	0	0	0	0	0
Suspension	0	0	1	100	0	0	0	0	1	100	0	0
Removal	1	100	1	100	0	0	0	0	1	100	0	0
Other (Emergency Placement)	1	100	1	100	0	0	0	0	0	0	0	0
Duty Hours	0	0	1	100	0	0	1	100	2	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	100	1	100	2	100	1	100	1	100	0	0

Sexual	2	100	0	0	0	0	1	100	0	0	1	100
Medical Examination	0	0	0	0	0	0	0	0	1	100	0	0
Pay Including Overtime	0	0	2	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	2	100	0	0	2	100	3	100	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	1	100	0	0
Reasonable Accommodation Disability	2	100	1	100	3	100	3	100	4	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	1	100	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	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Termination	1	100	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	100	0	0	0	0	1	100	0	0
Time and Attendance	0	0	1	100	1	100	1	100	1	100	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	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	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	0	0	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 2019 Thru 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Total complaints from previous Fiscal Years	521	293	316	344	280	526
Total complainants from previous Fiscal Years	465	266	282	313	261	478
Number of Complaints Pending						
Investigation	0	0	0	0	0	62
ROI issued, pending Complainant's action	0	0	0	0	0	31
Hearing	235	288	314	338	271	403
Final Action	5	5	2	5	7	21
Appeal with EEOC Office of Federal Operations	142	1	0	65	66	66

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	0	0	0	0