

**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, 2020

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Number of Complaints Filed	566	592	545	557	467	427
Number of Complainants	540	565	514	536	456	411
Repeat Filers	24	26	29	18	10	15

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	211	238	236	251	211	194
Color	81	94	83	89	93	92
Religion	22	22	23	22	41	32
Reprisal	243	264	255	258	219	221
Sex	253	282	270	294	245	222
PDA	3	6	10	8	9	7
National Origin	29	44	31	34	62	50
Equal Pay Act	0	0	0	0	7	6
Age	185	224	191	180	159	140
Disability	207	202	171	201	174	166
Genetic Information	5	4	10	8	10	5
Non-EEO	2	0	1	0	0	0

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2020 Thru 09/30/2020
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Appointment/Hire	20	17	8	6	8	3
Assignment of Duties	21	31	45	38	33	41
Awards	5	4	2	1	0	4
Conversion to Full Time	3	0	2	2	1	4
Disciplinary Action						
Demotion	0	0	1	2	4	3
Reprimand	62	62	71	57	53	42
Suspension	57	69	59	58	57	54
Removal	55	66	40	61	52	46
Other (Emergency Placement)	18	32	23	44	59	64
Duty Hours	39	54	46	41	39	34
Examination/Test	2	0	0	0	1	1
Harassment						
Non-Sexual	105	129	161	190	162	191
Sexual	11	13	22	22	11	22
Medical Examination	0	10	3	0	1	9
Pay (Including Overtime)	80	74	84	80	82	70
Perf. Eval./Appraisal	3	2	1	0	4	1
Promotion/Non-Selection	28	29	40	36	27	24
Reassignment						
Denied	8	10	15	14	12	17
Directed	5	8	4	10	11	13
Reasonable Accommodation Disability	74	67	69	83	70	77
Reinstatement	1	0	1	0	1	0
Religious Accommodation	N/A	N/A	3	6	6	1
Retirement	0	6	2	2	0	0
Sex-Stereotyping	N/A	N/A	9	9	11	9
Telework	N/A	N/A	0	0	0	0
Termination	46	56	42	38	40	34
Terms/Conditions of Employment	170	204	131	137	106	84
Time and Attendance	75	69	62	73	69	63
Training	10	6	14	15	13	15
Other	20	4	0	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 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	107.88	107.53	123.51	130.34	136.75	124.02
Average number of days in final action stage	23.61	26.09	26.36	23.67	19.47	19.17
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	112.47	105.23	130.67	128.67	143.96	124.02
Average number of days in final action stage	17.67	22.12	17.18	17.55	13.62	14.66
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	100.03	109.99	115.98	118.17	126.89	123.84
Average number of days in final action stage	30.42	29.23	31.91	28.87	28.49	25.19

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					FY 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	152	152	163	144	139	147
Average days pending prior to dismissal	19.93	22.03	21.67	20.34	21.37	37.24
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	35	37	28	45	47	30

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2020 Thru 09/30/2020	
	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	3		1		1		5		3		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	3	100	1	100	1	100	5	100	3	100	2	100

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2020 Thru 09/30/2020	
	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	3		1		1		5		3		2	
Race	1	33	0	0	1	100	0	0	1	33	0	0
Color	0	0	0	0	1	100	0	0	1	33	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	100	0	0	0	0	4	80	2	67	1	50
Sex	3	100	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	1	33	0	0
Disability	0	0	1	100	0	0	3	60	0	0	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	1	100	0	0	1	100	0	0	1	100	0	0
Color	0	0	0	0	1	100	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	100	0	0	0	0	4	100	2	100	1	100
Sex	3	100	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	1	100	0	0
Disability	0	0	1	100	0	0	3	100	0	0	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 2020 Thru 09/30/2020	
	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	3		1		1		5		3		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	20	1	33	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	1	20	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	1	20	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	1	33	1	100	0	0	2	40	0	0	0	0
Sexual	2	67	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	1	50
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	1	20	0	0	0	0
Reasonable Accommodation Disability	1	33	1	100	0	0	3	60	0	0	1	50
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	N/A	N/A	N/A	N/A	0	0	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	0	0	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	100	0	0	2	67	0	0
Terms/Conditions of Employment	0	0	1	100	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
Findings after a hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	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	1	100	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	1	100	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	1	100	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	1	100	1	100	0	0	2	100	0	0	0	0

Sexual	2	100	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	1	100
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	1	100	0	0	0	0
Reasonable Accommodation Disability	1	100	1	100	0	0	3	100	0	0	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	N/A	N/A	N/A	N/A	0	0	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	0	0	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	100	0	0	2	100	0	0
Terms/Conditions of Employment	0	0	1	100	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
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	0	0	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	0	0	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	0	0	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 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Total complaints from previous Fiscal Years	375	426	469	445	354	254
Total complainants from previous Fiscal Years	340	385	427	399	303	241
Number of Complaints Pending						
Investigation	1	0	5	5	7	7
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	371	424	460	434	345	247
Final Action	3	4	4	5	2	10
Appeal with EEOC Office of Federal Operations	1	0	24	26	26	25

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	0	0	0	0