

**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: 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	462	444	432	426	376	98
Number of Complainants	431	416	402	399	354	97
Repeat Filers	28	23	28	24	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	196	200	190	202	166	41
Color	70	61	81	76	79	20
Religion	16	17	15	25	10	8
Reprisal	225	203	198	201	195	49
Sex	196	215	194	210	182	42
PDA	4	8	9	2	3	0
National Origin	19	13	26	29	26	13
Equal Pay Act	0	0	1	0	0	0
Age	152	137	135	129	122	33
Disability	164	145	151	158	156	43
Genetic Information	10	8	10	5	7	3
Non-EEO	1	2	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	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	6	5	1	5	5	0
Assignment of Duties	39	30	33	39	23	7
Awards	1	3	2	2	1	0
Conversion to Full Time	6	3	0	1	1	2
Disciplinary Action						
Demotion	1	2	2	2	1	1
Reprimand	45	38	36	46	36	11
Suspension	40	33	34	29	24	10
Removal	72	69	65	59	57	13
Other (Emergency Placement)	36	38	29	31	21	3
Duty Hours	52	26	39	31	29	7
Examination/Test	0	3	2	0	0	0
Harassment						
Non-Sexual	90	108	123	107	95	38
Sexual	6	14	17	11	11	6
Medical Examination	3	3	9	4	2	0
Pay (Including Overtime)	71	60	59	67	59	18
Perf. Eval./Appraisal	2	1	1	3	0	1
Promotion/Non-Selection	25	33	27	26	21	4
Reassignment						
Denied	10	9	10	12	8	1
Directed	8	3	3	2	14	1
Reasonable Accommodation Disability	38	36	55	50	45	16
Reinstatement	1	1	0	2	1	0
Religious Accommodation	N/A	N/A	N/A	1	0	1
Retirement	2	2	2	1	2	0
Sex-Stereotyping	N/A	N/A	N/A	3	4	0
Telework	N/A	N/A	N/A	0	0	0
Termination	30	58	39	36	13	6
Terms/Conditions of Employment	171	116	135	109	108	19
Time and Attendance	54	52	50	56	58	10
Training	10	6	9	9	5	1
Other	28	24	5	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	133.40		123.67		108.65		112.40		107.85		127.97
Average number of days in final action stage	35.12		26.00		26.03		25.22		28.38		26.01
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	135.24		130.50		119.24		113.13		110.28		112.04
Average number of days in final action stage	14.04		18.78		20.69		18.72		23.52		21.51
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	129.94		112.91		93.37		111.82		103.68		137.74
Average number of days in final action stage	42.76		34.20		34.01		33.73		33.96		33.68

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)	142		136		124		129		108		27
Average days pending prior to dismissal	24.89		24.61		25.12		20.18		17.28		28.59
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	36		25		24		15		19		11

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	5		6		0		8		2		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	5	100	6	100	0	0	8	100	2	100	0	0

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	5		6		0		8		2		0	
Race	1	20	1	17	0	0	1	12	1	50	0	0
Color	0	0	0	0	0	0	1	12	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	4	80	1	17	0	0	3	38	2	100	0	0
Sex	0	0	1	17	0	0	1	12	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	50	0	0
Disability	1	20	5	83	0	0	6	75	1	50	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	1	100	1	100	0	0	1	100	1	100	0	0
Color	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	4	100	1	100	0	0	3	100	2	100	0	0
Sex	0	0	1	100	0	0	1	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	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	1	100	5	100	0	0	6	100	1	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	5		6		0		8		2		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	0	0	0	0	0	0
Suspension	0	0	1	17	0	0	2	25	0	0	0	0
Removal	1	20	1	17	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	2	25	0	0	0	0
Duty Hours	0	0	1	17	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	3	60	0	0	0	0	2	25	1	50	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	1	50	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	1	50	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	17	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	20	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	20	2	34	0	0	3	38	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	1	12	1	50	0	0
Terms/Conditions of Employment	0	0	2	34	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	17	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	2	100	0	0
Other	1	20	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	0	0	0	0	0	0
Suspension	0	0	1	100	0	0	2	100	0	0	0	0
Removal	1	100	1	100	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	2	100	0	0	0	0
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	3	100	0	0	0	0	2	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	1	100	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	1	100	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	100	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	100	2	100	0	0	3	100	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	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	N/A	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0
Termination	0	0	0	0	0	0	1	100	1	100	0	0
Terms/Conditions of Employment	0	0	2	100	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	2	100	0	0
Other	1	100	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	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	N/A	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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	502	211	233	257	263	377
Total complainants from previous Fiscal Years	428	183	191	226	234	325
Number of Complaints Pending						
Investigation	0	0	0	3	3	25
ROI issued, pending Complainant's action	2	0	0	0	0	21
Hearing	195	205	232	240	240	287
Final Action	1	7	3	3	8	26
Appeal with EEOC Office of Federal Operations	143	3	1	47	45	45

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	1	0	0	0	0