

**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, 2019**

**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 09/30/2019
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Number of Complaints Filed	390	336	411	391	370	332
Number of Complainants	376	320	386	373	356	327
Repeat Filers	13	15	22	18	13	4

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 09/30/2019
	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	158	126	155	119	137	126
Color	72	56	49	52	63	48
Religion	25	16	23	17	19	24
Reprisal	185	162	173	181	167	159
Sex	143	122	153	151	164	146
PDA	2	3	6	2	9	6
National Origin	51	45	49	61	49	66
Equal Pay Act	0	0	0	0	0	6
Age	146	111	143	115	114	100
Disability	124	117	137	125	127	113
Genetic Information	6	3	2	4	4	4
Non-EEO	2	2	1	2	1	0

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 09/30/2019
	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	9	7	3	3	7	5
Assignment of Duties	26	22	33	30	19	12
Awards	1	2	0	2	0	3
Conversion to Full Time	1	1	1	2	0	2
Disciplinary Action						
Demotion	2	1	2	2	1	1
Reprimand	59	51	50	52	47	36
Suspension	52	47	48	34	45	43
Removal	47	33	35	31	33	35
Other (Emergency Placement)	18	23	20	19	31	21
Duty Hours	30	38	37	17	37	29
Examination/Test	4	1	0	0	0	0
Harassment						
Non-Sexual	134	94	139	146	151	145
Sexual	5	10	10	16	13	15
Medical Examination	2	1	4	3	0	1
Pay (Including Overtime)	41	33	63	51	52	42
Perf. Eval./Appraisal	1	1	1	0	0	1
Promotion/Non-Selection	17	12	22	26	21	26
Reassignment						
Denied	12	9	7	8	10	12
Directed	9	6	6	4	0	6
Reasonable Accommodation Disability	40	48	50	58	54	39
Reinstatement	1	1	1	2	2	1
Religious Accommodation	N/A	N/A	N/A	2	2	4
Retirement	2	1	3	1	1	1
Sex-Stereotyping	N/A	N/A	N/A	3	6	7
Telework	N/A	N/A	N/A	0	0	0
Termination	32	29	34	31	31	20
Terms/Conditions of Employment	101	150	143	86	120	74
Time and Attendance	58	58	55	54	40	37
Training	8	3	6	11	11	6
Other	20	22	8	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 09/30/2019	
	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	137.87		121.96		106.06		130.84		138.75		138.54	
Average number of days in final action stage	27.17		22.79		22.23		26.90		23.97		23.28	
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	136.23		123.70		104.49		140.76		140.31		139.75	
Average number of days in final action stage	8.19		15.15		14.24		17.12		15.94		17.08	
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	141.59		119.04		108.48		120.26		132.24		138.92	
Average number of days in final action stage	45.42		31.98		28.83		30.32		29.16		28.83	

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2019 Thru 09/30/2019	
	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)	105		96		104		88		88		76	
Average days pending prior to dismissal	32.24		25.47		24.12		25.58		25.59		23.00	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	42		32		16		27		23		30	

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2019 Thru 09/30/2019	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0		1		1		1		0		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	0	0	1	100	1	100	1	100	0	0	0	0

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2019 Thru 09/30/2019	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total number of findings</b>	0		1		1		1		0		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	1	100	1	100	0	0	0	0
Sex	0	0	1	100	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
<b>Findings after a hearing</b>												
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	1	100	1	100	0	0	0	0
Sex	0	0	1	100	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
<b>Findings without a hearing</b>												
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 09/30/2019	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total number of findings</b>	0		1		1		1		0		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	1	100	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	1	100	1	100	1	100	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	1	100	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
<b>Findings after a hearing</b>												
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	1	100	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	1	100	1	100	1	100	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	1	100	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
<b>Findings without a hearing</b>												
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 09/30/2019
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Total complaints from previous Fiscal Years	403	133	162	244	254	204
Total complainants from previous Fiscal Years	363	121	150	220	237	189
<b>Number of Complaints Pending</b>						
Investigation	0	0	1	9	9	10
ROI issued, pending Complainant's action	0	0	1	0	0	0
Hearing	153	130	158	229	226	171
Final Action	6	3	3	5	2	2
Appeal with EEOC Office of Federal Operations	81	0	0	9	9	9

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 09/30/2019
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
<b>Pending Complaints Where Investigation Exceeds Required Time Frames</b>	0	0	0	0	1	0