

**Southern 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	979	910	1034	900	963	252
Number of Complainants	916	859	974	844	915	252
Repeat Filers	58	49	57	53	44	0

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	534	493	516	427	473	126
Color	171	189	215	187	189	54
Religion	52	32	42	42	32	19
Reprisal	480	443	506	440	493	148
Sex	465	437	486	446	515	142
PDA	1	11	10	9	17	5
National Origin	97	75	132	137	142	37
Equal Pay Act	0	0	1	0	1	0
Age	321	337	321	300	362	81
Disability	303	283	324	270	340	106
Genetic Information	16	14	20	15	13	7
Non-EEO	6	5	2	0	0	1

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	13	7	11	11	16	1
Assignment of Duties	49	64	63	50	49	13
Awards	9	4	1	2	2	1
Conversion to Full Time	7	2	8	5	8	3
Disciplinary Action						
Demotion	5	8	9	4	0	1
Reprimand	121	107	107	91	88	21
Suspension	108	84	96	89	91	33
Removal	79	59	74	78	97	30
Other (Emergency Placement)	61	48	70	78	106	28
Duty Hours	104	77	124	103	121	34
Examination/Test	1	1	3	0	0	0
Harassment						
Non-Sexual	260	235	263	251	323	106
Sexual	29	25	27	33	29	5
Medical Examination	6	1	6	7	9	3
Pay (Including Overtime)	163	112	200	192	173	67
Perf. Eval./Appraisal	1	1	2	4	1	1
Promotion/Non-Selection	51	46	54	46	45	12
Reassignment						
Denied	32	20	18	15	17	6
Directed	43	33	21	15	38	8
Reasonable Accommodation Disability	81	103	94	84	135	39
Reinstatement	4	0	2	0	2	0
Religious Accommodation	N/A	N/A	N/A	1	4	0
Retirement	6	3	1	3	4	0
Sex-Stereotyping	N/A	N/A	N/A	30	16	6
Telework	N/A	N/A	N/A	0	0	0
Termination	58	60	69	55	55	21
Terms/Conditions of Employment	281	306	323	310	301	56
Time and Attendance	160	116	155	147	191	46
Training	20	15	15	14	22	7
Other	43	61	19	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	134.18		115.40		107.63		119.52		130.13		146.68
Average number of days in final action stage	23.09		24.85		26.33		31.46		23.89		23.10
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	138.33		120.26		106.62		124.60		128.14		147.07
Average number of days in final action stage	7.08		15.54		20.95		19.48		16.82		15.55
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	126.21		105.51		109.29		113.48		132.11		148.22
Average number of days in final action stage	38.62		38.24		33.64		38.73		33.47		30.27

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)	315		310		310		254		227		52
Average days pending prior to dismissal	28.51		26.94		21.19		25.09		21.02		21.40
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	50		39		51		46		62		13

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	2		1		1		0		2		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	2	100	1	100	1	100	0	0	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	2		1		1		0		2		0	
Race	0	0	0	0	0	0	0	0	1	50	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	1	50	1	100	0	0	0	0	2	100	0	0
Sex	0	0	0	0	1	100	0	0	2	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	50	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	1	50	0	0	0	0	0	0	1	50	0	0
Disability	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	1	100	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	1	100	1	100	0	0	0	0	2	100	0	0
Sex	0	0	0	0	1	100	0	0	2	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	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	1	100	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	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	2		1		1		0		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	1	100	0	0	0	0	0	0	0	0
Suspension	0	0	1	100	0	0	0	0	1	50	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	1	100	0	0	0	0	0	0
Duty Hours	1	50	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	0	0	0	0	1	50	0	0
Sexual	0	0	0	0	0	0	0	0	1	50	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	1	50	0	0	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	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	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	1	100	0	0	0	0	0	0	0	0
Suspension	0	0	1	100	0	0	0	0	1	100	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	1	100	0	0	0	0	0	0
Duty Hours	1	100	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	0	0	0	0	1	100	0	0

Sexual	0	0	0	0	0	0	0	0	0	1	100	0	0
Medical Examination	0	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	0
Perf. Eval./Appraisal	0	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	0
Reassignment													
Denied	0	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	0
Reasonable Accommodation Disability	0	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	0
Religious Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0
Retirement	0	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	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0	0
Training	0	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	0
Findings without a hearing													
Appointment/Hire	0	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	0
Awards	0	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	0
Disciplinary Action													
Demotion	0	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	0
Suspension	0	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	0
Other (Emergency Placement)	0	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	0
Examination/Test	0	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	0
Sexual	0	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	0
Pay Including Overtime	0	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	0
Promotion/Non-Selection	0	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	0
Directed	0	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	0
Reinstatement	0	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	0
Retirement	0	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	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0
Termination	0	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	0
Time and Attendance	0	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	0
Other	0	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	933	405	503	642	539	951
Total complainants from previous Fiscal Years	842	365	446	575	479	860
Number of Complaints Pending						
Investigation	0	1	0	1	1	107
ROI issued, pending Complainant's action	1	0	0	0	1	42
Hearing	327	393	498	628	525	743
Final Action	11	10	3	11	9	46
Appeal with EEOC Office of Federal Operations	223	2	0	75	76	76

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	1	0	0	0	0	0