

**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: 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	910	1034	900	963	938	790
Number of Complainants	859	974	844	915	906	753
Repeat Filers	49	57	53	44	28	32

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	493	516	427	473	479	399
Color	189	215	187	189	237	213
Religion	32	42	42	32	76	57
Reprisal	443	506	440	493	503	434
Sex	437	486	446	515	495	413
PDA	11	10	9	17	16	16
National Origin	75	132	137	142	132	102
Equal Pay Act	0	1	0	1	8	1
Age	337	321	300	362	270	204
Disability	283	324	270	340	344	288
Genetic Information	14	20	15	13	25	22
Non-EEO	5	2	0	0	1	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	7	11	11	16	6	8
Assignment of Duties	64	63	50	49	62	70
Awards	4	1	2	2	3	0
Conversion to Full Time	2	8	5	8	10	2
Disciplinary Action						
Demotion	8	9	4	0	4	2
Reprimand	107	107	91	88	86	67
Suspension	84	96	89	91	97	87
Removal	59	74	78	97	99	69
Other (Emergency Placement)	48	70	78	106	102	75
Duty Hours	77	124	103	121	140	124
Examination/Test	1	3	0	0	0	1
Harassment						
Non-Sexual	235	263	251	323	375	316
Sexual	25	27	33	29	28	27
Medical Examination	1	6	7	9	11	7
Pay (Including Overtime)	112	200	192	173	208	144
Perf. Eval./Appraisal	1	2	4	1	4	1
Promotion/Non-Selection	46	54	46	45	51	45
Reassignment						
Denied	20	18	15	17	23	25
Directed	33	21	15	38	25	24
Reasonable Accommodation Disability	103	94	84	135	120	113
Reinstatement	0	2	0	2	0	0
Religious Accommodation	N/A	N/A	1	4	6	1
Retirement	3	1	3	4	3	3
Sex-Stereotyping	N/A	N/A	30	16	21	15
Telework	N/A	N/A	0	0	0	0
Termination	60	69	55	55	78	65
Terms/Conditions of Employment	306	323	310	301	202	175
Time and Attendance	116	155	147	191	175	147
Training	15	15	14	22	28	15
Other	61	19	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	115.40	107.63	119.52	130.13	136.80	119.30
Average number of days in final action stage	24.85	26.33	31.46	23.89	22.43	20.83
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	120.26	106.62	124.60	128.14	138.22	120.32
Average number of days in final action stage	15.54	20.95	19.48	16.82	14.77	15.20
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	105.51	109.29	113.48	132.11	136.52	118.42
Average number of days in final action stage	38.24	33.64	38.73	33.47	34.10	29.53

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)	310	310	254	227	226	245
Average days pending prior to dismissal	26.94	21.19	25.09	21.02	22.34	36.30
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	39	51	46	62	63	48

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	1		1		0		2		4		4	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	1	100	1	100	0	0	2	100	4	100	4	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	1		1		0		2		4		4	
Race	0	0	0	0	0	0	1	50	2	50	1	25
Color	0	0	0	0	0	0	0	0	1	25	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	2	100	2	50	1	25
Sex	0	0	1	100	0	0	2	100	1	25	2	50
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	25	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	50	0	0	0	0
Disability	0	0	0	0	0	0	1	50	0	0	1	25
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	1	100	2	100	1	100
Color	0	0	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	2	100	2	100	1	100
Sex	0	0	1	100	0	0	2	100	1	100	2	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	100	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	0	0	0	0	0	0	1	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	1		1		0		2		4		4	
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	1	100	0	0	0	0	0	0	0	0	0	0
Suspension	1	100	0	0	0	0	1	50	1	25	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	1	100	0	0	0	0	1	25	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	0	0	0	0	1	50	3	75	1	25
Sexual	0	0	0	0	0	0	1	50	0	0	1	25
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	1	25	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	1	25	1	25
Reassignment												
Denied	0	0	0	0	0	0	0	0	1	25	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	1	25
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	1	100	0	0	0	0	0	0	0	0	1	25
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	1	100	0	0	0	0	0	0	0	0	0	0
Suspension	1	100	0	0	0	0	1	100	1	100	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	1	100	0	0	0	0	1	100	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	0	0	0	0	1	100	3	100	1	100

Sexual	0	0	0	0	0	0	0	1	100	0	0	1	100
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	1	100	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	1	100	1	100
Reassignment													
Denied	0	0	0	0	0	0	0	0	0	1	100	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	1	100
Reinstatement	0	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	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	0	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	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	1	100	0	0	0	0	0	0	0	0	0	1	100
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	0	0	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	0	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	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 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	405	503	642	539	437	378
Total complainants from previous Fiscal Years	365	446	575	479	410	358
Number of Complaints Pending						
Investigation	1	0	1	1	2	2
ROI issued, pending Complainant's action	0	0	0	1	0	0
Hearing	393	498	628	525	423	366
Final Action	10	3	11	9	8	6
Appeal with EEOC Office of Federal Operations	2	0	75	76	78	78

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