

**Western 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	438	448	443	493	546	124
Number of Complainants	417	416	419	475	511	124
Repeat Filers	21	25	23	16	32	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	196	189	181	185	224	61
Color	71	60	67	70	99	19
Religion	19	22	12	22	27	6
Reprisal	219	240	199	216	283	70
Sex	196	189	206	196	273	54
PDA	5	7	3	2	5	0
National Origin	38	37	52	68	69	20
Equal Pay Act	0	0	0	0	1	1
Age	192	208	163	148	202	36
Disability	179	186	169	203	217	39
Genetic Information	4	8	1	3	6	2
Non-EEO	0	3	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	9	20	6	5	8	4
Assignment of Duties	23	39	30	35	23	10
Awards	0	0	0	0	2	0
Conversion to Full Time	1	0	1	0	1	2
Disciplinary Action						
Demotion	2	3	0	0	1	0
Reprimand	66	55	57	51	49	8
Suspension	68	51	50	43	54	12
Removal	38	35	28	37	58	15
Other (Emergency Placement)	32	25	20	43	53	14
Duty Hours	39	34	64	70	44	13
Examination/Test	1	1	2	0	0	1
Harassment						
Non-Sexual	165	130	127	157	236	58
Sexual	20	10	15	5	17	3
Medical Examination	1	3	3	1	1	1
Pay (Including Overtime)	59	58	87	61	51	13
Perf. Eval./Appraisal	2	4	5	1	0	1
Promotion/Non-Selection	22	32	29	28	29	7
Reassignment						
Denied	8	10	11	7	19	5
Directed	7	17	16	2	10	1
Reasonable Accommodation Disability	70	76	56	62	88	18
Reinstatement	2	1	1	1	1	0
Religious Accommodation	N/A	N/A	N/A	5	2	1
Retirement	4	2	3	2	1	0
Sex-Stereotyping	N/A	N/A	N/A	2	4	1
Telework	N/A	N/A	N/A	0	0	0
Termination	30	45	36	43	18	10
Terms/Conditions of Employment	158	139	138	149	134	32
Time and Attendance	69	70	68	63	63	14
Training	13	6	11	15	6	4
Other	36	47	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	158.28		135.39		120.12		131.86		123.19		155.86
Average number of days in final action stage	29.83		26.54		25.12		25.35		24.78		29.01
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	164.02		142.20		121.82		135.71		122.56		160.00
Average number of days in final action stage	13.86		17.84		17.99		18.50		17.46		22.65
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	146.51		124.09		117.71		127.11		123.18		151.35
Average number of days in final action stage	34.57		33.62		33.78		31.91		34.21		36.66

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)	119		121		104		133		158		38
Average days pending prior to dismissal	33.28		30.99		24.22		31.04		21.87		25.63
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	27		28		22		25		21		9

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	8		5		5		3		3		1	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	8	100	5	100	5	100	3	100	3	100	1	100

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	8		5		5		3		3		1	
Race	0	0	0	0	1	20	0	0	0	0	0	0
Color	0	0	0	0	1	20	0	0	0	0	0	0
Religion	1	12	0	0	0	0	0	0	0	0	0	0
Reprisal	6	75	4	80	2	40	1	33	0	0	0	0
Sex	1	12	0	0	2	40	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	1	33	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	2	25	2	40	3	60	2	67	3	100	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 after a hearing												
Race	0	0	0	0	1	100	0	0	0	0	0	0
Color	0	0	0	0	1	100	0	0	0	0	0	0
Religion	1	100	0	0	0	0	0	0	0	0	0	0
Reprisal	6	100	4	100	2	100	1	100	0	0	0	0
Sex	1	100	0	0	2	100	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	1	100	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	2	100	2	100	3	100	2	100	3	100	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 2019 Thru 12/31/2018	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	8		5		5		3		3		1	
Appointment/Hire	0	0	0	0	1	20	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	2	40	0	0	0	0	1	33	0	0
Suspension	0	0	0	0	0	0	2	67	0	0	0	0
Removal	2	25	0	0	1	20	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	0	0	1	33	0	0
Duty Hours	1	12	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	12	3	60	1	20	0	0	2	67	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	1	12	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	3	37	2	40	1	20	0	0	2	67	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	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	1	20	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	40	1	33	0	0	0	0
Time and Attendance	0	0	1	20	0	0	1	33	1	33	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	1	100	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	2	100	0	0	0	0	1	100	0	0
Suspension	0	0	0	0	0	0	2	100	0	0	0	0
Removal	2	100	0	0	1	100	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	0	0	1	100	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	1	100	3	100	1	100	0	0	2	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	0	0	0	0
Pay Including Overtime	1	100	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	3	100	2	100	1	100	0	0	2	100	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	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	1	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	2	100	1	100	0	0	0	0
Time and Attendance	0	0	1	100	0	0	1	100	1	100	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	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 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Total complaints from previous Fiscal Years	517	285	278	335	304	521
Total complainants from previous Fiscal Years	450	250	241	297	271	469
Number of Complaints Pending						
Investigation	0	0	0	10	10	70
ROI issued, pending Complainant's action	0	0	0	0	0	14
Hearing	248	282	276	319	282	400
Final Action	0	2	0	1	9	25
Appeal with EEOC Office of Federal Operations	116	2	0	34	34	34

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