

**Capital Metro 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, 2016

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2016 Thru 9/30/16
	Previous Fiscal Year Data					
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
Number of Complaints Filed	672	559	513	527	491	482
Number of Complainants	626	538	487	498	462	453
Repeat Filers	32	24	24	26	27	27

Complaints by Basis 29 CFR 1614.704(d)	Comparative Data (29 CFR 1614.705)					FY 2016 Thru 9/30/16
	Previous Fiscal Year Data					
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	266	270	262	245	235	217
Color	101	100	94	96	105	94
Religion	23	29	21	30	20	22
Reprisal	336	301	241	265	233	218
Sex	258	243	225	235	220	209
PDA	N/A	10	3	1	3	4
National Origin	43	44	28	43	36	39
Equal Pay Act	0	0	1	0	0	1
Age	202	179	166	201	160	160
Disability	268	236	166	202	190	177
Genetic Information	0	0	8	7	3	11
Non-EEO	15	3	1	2	3	0

Complaints by Issue 29 CFR 1614.704(e)	Comparative Data (29 CFR 1614.705)					FY 2016 Thru 9/30/16
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
Appointment/Hire	5	8	7	7	14	7
Assignment of Duties	39	58	45	25	33	31
Awards	0	2	0	0	0	2
Conversion to Full Time	0	3	2	0	5	0
Disciplinary Action						
Demotion	3	2	5	0	0	2
Reprimand	78	73	66	72	64	49
Suspension	61	52	60	56	61	52
Removal	69	55	49	40	44	43
Other	28	37	35	33	35	40
Duty Hours	54	72	45	36	31	54
Examination/Test	2	2	1	0	1	1
Harassment						
Non-Sexual	169	166	151	151	121	103
Sexual	16	13	14	16	13	17
Medical Examination	4	5	2	3	1	4
Pay (Including Overtime)	62	78	61	61	75	64
Perf. Eval./Appraisal	5	4	5	1	4	3
Promotion/Non-Selection	15	21	25	33	24	24
Reassignment						
Denied	10	16	17	12	4	9
Directed	11	13	8	14	10	3
Reasonable Accommodation	107	88	55	80	72	65
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	3	3	1	1	4	0
Retirement	5	7	4	2	3	2
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	n/a
Telework	n/a	n/a	n/a	n/a	n/a	n/a
Termination	16	23	33	44	33	30
Terms/Conditions of Employment	151	144	153	165	167	170
Time and Attendance	120	115	99	95	84	91
Training	12	12	10	7	7	9
Other	28	31	32	25	40	15

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 2016 Thru 9/30/16
	Previous Fiscal Year Data										
	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		
Complaints pending (for any length of time) during the fiscal year 1614.704(f)(1)											
Average number of days in investigation stage	114.54		118.10		134.56		132.36		114.00		111.50
Average number of days in final action stage	131.66		32.55		35.75		49.87		25.44		26.34
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	113.65		119.81		136.24		136.71		117.51		114.35
Average number of days in final action stage	22.75		8.75		13.31		47.41		18.70		22.14
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	115.14		114.26		129.14		123.97		107.64		107.52
Average number of days in final action stage	226.12		72.39		30.16		31.12		34.47		31.67

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2016 Thru 9/30/16
	Previous Fiscal Year Data										
	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	324		202		160		172		118		145
Average days pending prior to dismissal	36.11		38.92		36.15		26.18		29.94		24.67
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	38		24		18		37		23		18

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2016 Thru 9/30/16	
	Previous Fiscal Year Data											
	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015			
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	15		6		6		10		3		7	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	15	100	6	100	6	100	10	100	3	100	7	100

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))	Comparative Data (29 CFR 1614.705)										FY 2016 Thru 9/30/16	
	Previous Fiscal Year Data											
	FY 2011		FY 2012		FY 2013		FY 2014		FY 2015		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	15		6		6		10		3		7	
Appointment/Hire	0	0	0	0	1	16.6	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	33	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	1	16.7	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	2	20	0	0	1	14
Suspension	0	0	1	16.7	1	16.6	0	0	1	33	0	0
Removal	0	0	1	16.7	0	0	1	10	1	33	0	0
Other	0	0	0	0	1	16.6	1	10	1	33	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	33	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	6.7	0	0	1	16.6	3	30	1	33	2	29
Sexual	0	0	0	0	0	0	2	20	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	3	20	0	0	0	0	0	0	2	67	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	16.7	0	0	2	20	0	0	2	29
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	2	13.3	3	50	0	0	2	20	1	33	3	43
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	0	0	0	0	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	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Telework	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Termination	1	6.7	0	0	0	0	1	10	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	16.6	0	0	1	33	0	0
Time and Attendance	0	0	0	0	1	16.6	0	0	1	33	1	14
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	8	53.3	0	0	0	0	0	0	1	33	0	0
Findings after a hearing												
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0

Other	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	0	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a												
Reinstatement	0	0	0	0	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												
Telework	n/a												
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 2016 Thru 9/30/16
	Previous Fiscal Year Data					
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
Total complaints from previous Fiscal Years	643	487	481	521	293	316
Total complainants from previous Fiscal Years	558	440	433	465	266	282
Number of Complaints Pending						
Investigation	0	4	0	0	0	0
ROI issued, pending Complainant's action	0	3	0	0	0	0
Hearing	257	170	190	235	288	314
Final Action	2	1	12	5	5	2
Appeal with EEOC Office of Federal Operations	149	213	187	142	1	0

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2016 Thru 9/30/16
	Previous Fiscal Year Data					
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
Pending Complaints Where Investigation Exceeds Required Time Frames	0	3	6	0	0	0