

**Eastern 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	776	696	713	614	566	592
Number of Complainants	714	649	679	587	540	565
Repeat Filers	42	43	32	24	24	26

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	251	304	309	259	211	238
Color	75	96	89	96	81	94
Religion	26	28	34	23	22	22
Reprisal	370	330	313	267	243	264
Sex	326	306	328	286	253	282
PDA	N/A	7	0	2	3	6
National Origin	27	22	26	29	29	44
Equal Pay Act	0	0	0	0	0	0
Age	229	219	278	221	185	224
Disability	294	299	240	229	207	202
Genetic Information	0	0	5	6	5	4
Non-EEO	10	3	2	3	2	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	10	8	14	16	20	17
Assignment of Duties	51	72	64	60	21	31
Awards	0	0	1	0	5	4
Conversion to Full Time	1	2	2	2	3	0
Disciplinary Action						
Demotion	2	4	3	1	0	0
Reprimand	78	79	91	65	62	62
Suspension	85	85	107	87	57	69
Removal	57	82	82	65	55	66
Other	41	51	75	45	18	32
Duty Hours	49	57	75	45	39	54
Examination/Test	0	1	3	2	2	0
Harassment						
Non-Sexual	210	227	205	153	105	129
Sexual	27	10	14	18	11	13
Medical Examination	1	2	4	9	0	10
Pay (Including Overtime)	64	90	89	83	80	74
Perf. Eval./Appraisal	5	6	7	1	3	2
Promotion/Non-Selection	18	31	34	52	28	29
Reassignment						
Denied	22	28	35	15	8	10
Directed	10	31	54	13	5	8
Reasonable Accommodation	80	88	94	76	74	67
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	4	2	3	2	1	0
Retirement	4	6	5	1	0	6
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	42	32	43	47	46	56
Terms/Conditions of Employment	227	222	166	173	170	204
Time and Attendance	13	102	104	83	75	69
Training	13	21	13	10	10	6
Other	38	34	29	38	20	4

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	105.43		105.71		132.60		141.55		107.88		107.53
Average number of days in final action stage	107.35		31.86		40.40		26.28		23.61		26.09
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	106.56		106.05		134.33		144.09		112.47		105.23
Average number of days in final action stage	9.94		13.02		16.45		12.88		17.67		22.12
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	104.66		105.08		128.73		137.13		100.03		109.99
Average number of days in final action stage	186.30		55.58		36.07		30.78		30.42		29.23

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)	375		205		199		185		152		152
Average days pending prior to dismissal	34.30		32.27		29.57		28.77		19.93		22.03
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	56		49		55		32		35		37

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	4		10		6		1		3		1	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	4	100	10	100	6	100	1	100	3	100	1	100

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	704	555	621	679	375	426
Total complainants from previous Fiscal Years	641	505	552	604	340	385
Number of Complaints Pending						
Investigation	1	0	0	0	1	0
ROI issued, pending Complainant's action	0	3	0	0	0	0
Hearing	275	235	280	330	371	424
Final Action	2	0	2	7	3	4
Appeal with EEOC Office of Federal Operations	113	142	176	151	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	0	3	1	0	0