

**Great Lakes 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	609	517	532	462	444	432
Number of Complainants	563	494	493	431	416	402
Repeat Filers	31	22	36	28	23	28

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	207	225	233	196	200	190
Color	68	71	71	70	61	81
Religion	19	19	27	16	17	15
Reprisal	265	245	254	225	203	198
Sex	250	208	229	196	215	194
PDA	0	3	3	4	8	9
National Origin	22	28	23	19	13	26
Equal Pay Act	0	0	0	0	0	1
Age	155	167	174	152	137	135
Disability	223	227	195	164	145	151
Genetic Information	0	0	2	10	8	10
Non-EEO	8	4	1	1	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	14	5	11	6	5	1
Assignment of Duties	59	37	35	39	30	33
Awards	0	1	0	1	3	2
Conversion to Full Time	0	2	1	6	3	0
Disciplinary Action						
Demotion	2	1	2	1	2	2
Reprimand	56	65	54	45	38	36
Suspension	62	52	56	40	33	34
Removal	85	99	66	72	69	65
Other	40	46	44	36	38	29
Duty Hours	60	49	28	52	26	39
Examination/Test	4	4	4	0	3	2
Harassment						
Non-Sexual	178	133	111	90	108	123
Sexual	12	8	11	6	14	17
Medical Examination	7	2	5	3	3	9
Pay (Including Overtime)	73	62	78	71	60	59
Perf. Eval./Appraisal	1	2	2	2	1	1
Promotion/Non-Selection	7	17	23	25	33	27
Reassignment						
Denied	11	8	10	10	9	10
Directed	18	12	18	8	3	3
Reasonable Accommodation	74	68	65	38	36	55
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	2	3	3	1	1	0
Retirement	2	2	0	2	2	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	33	19	53	30	58	39
Terms/Conditions of Employment	154	154	167	171	116	135
Time and Attendance	76	66	52	54	52	50
Training	12	6	11	10	6	9
Other	34	22	21	28	24	5

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	106.17		113.95		136.58		133.40		123.67		108.65
Average number of days in final action stage	128.34		39.78		36.15		35.12		26.00		26.03
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	106.20		114.32		143.01		135.24		130.50		119.24
Average number of days in final action stage	11.43		26.23		13.05		14.04		18.78		20.69
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	106.16		113.15		122.11		129.94		112.91		93.37
Average number of days in final action stage	188.49		52.47		37.23		42.76		34.20		34.01

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)	264		190		137		142		136		124
Average days pending prior to dismissal	34.16		34.14		25.73		24.89		24.61		25.12
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	35		32		28		36		25		24

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	10		14		7		5		6		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	10	100	14	100	7	100	5	100	6	100	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
Promotion/Non-Selection	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
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	469	405	396	502	211	233
Total complainants from previous Fiscal Years	423	379	362	428	183	191
Number of Complaints Pending						
Investigation	0	3	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	2	0	0
Hearing	136	131	143	195	205	232
Final Action	1	1	2	1	7	3
Appeal with EEOC Office of Federal Operations	91	144	173	143	3	1

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	1	14	0	1	0