

**Northeast 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	484	463	412	390	336	411
Number of Complainants	450	438	391	376	320	386
Repeat Filers	31	24	20	13	15	22

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	163	155	132	158	126	155
Color	78	62	57	72	56	49
Religion	23	11	18	25	16	23
Reprisal	225	240	191	185	162	173
Sex	172	168	134	143	122	153
PDA	0	6	2	2	3	6
National Origin	52	58	75	51	45	49
Equal Pay Act	0	0	0	0	0	0
Age	146	157	159	146	111	143
Disability	177	177	133	124	117	137
Genetic Information	0	0	15	6	3	2
Non-EEO	8	2	0	2	2	1

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	11	13	5	9	7	3
Assignment of Duties	38	21	25	26	22	33
Awards	1	0	0	1	2	0
Conversion to Full Time	2	1	0	1	1	1
Disciplinary Action						
Demotion	1	0	2	2	1	2
Reprimand	68	74	62	59	51	50
Suspension	60	73	61	52	47	48
Removal	53	42	47	47	33	35
Other	32	16	25	18	23	20
Duty Hours	30	35	27	30	38	37
Examination/Test	1	1	1	4	1	0
Harassment						
Non-Sexual	149	180	124	134	94	139
Sexual	11	14	4	5	10	10
Medical Examination	3	0	1	2	1	4
Pay (Including Overtime)	58	70	44	41	33	63
Perf. Eval./Appraisal	5	4	0	1	1	1
Promotion/Non-Selection	9	10	16	17	12	22
Reassignment						
Denied	7	13	16	12	9	7
Directed	12	11	11	9	6	6
Reasonable Accommodation	66	48	25	40	48	50
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	1	1	2	1	1	1
Retirement	2	1	3	2	1	3
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	11	21	55	32	29	34
Terms/Conditions of Employment	133	123	114	101	150	143
Time and Attendance	72	67	69	58	58	55
Training	11	12	14	8	3	6
Other	26	37	34	20	22	8

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	110.23		113.41		146.10		137.87		121.96		106.06
Average number of days in final action stage	88.94		21.45		31.95		27.17		22.79		22.23
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	109.30		116.14		150.80		136.23		123.70		104.49
Average number of days in final action stage	11.26		9.29		14.83		8.19		15.15		14.24
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	110.86		107.32		136.48		141.59		119.04		108.48
Average number of days in final action stage	157.71		33.25		52.37		45.42		31.98		28.83

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)	228		129		111		105		96		104
Average days pending prior to dismissal	34.39		36.55		28.47		32.24		25.47		24.12
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	31		25		31		42		32		16

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	5		0		0		0		1		1	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	5	100	0	0	0	0	0	0	1	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	421	306	395	403	133	162
Total complainants from previous Fiscal Years	371	280	351	363	121	150
Number of Complaints Pending						
Investigation	1	0	0	0	0	1
ROI issued, pending Complainant's action	0	1	1	0	0	1
Hearing	130	131	166	153	130	158
Final Action	1	0	2	6	3	3
Appeal with EEOC Office of Federal Operations	77	88	112	81	0	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	12	0	0	0