

**Pacific 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	526	531	527	564	498	558
Number of Complainants	479	495	491	526	465	527
Repeat Filers	34	36	34	38	31	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	152	297	281	296	267	273
Color	76	102	90	85	76	96
Religion	20	29	32	27	29	25
Reprisal	317	322	294	279	269	286
Sex	180	222	222	211	219	233
PDA	N/A	0	5	7	6	6
National Origin	86	99	98	77	62	121
Equal Pay Act	0	0	1	0	0	0
Age	163	202	198	223	183	210
Disability	200	234	201	244	165	219
Genetic Information	0	0	4	8	10	5
Non-EEO	5	2	1	0	1	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	9	5	10	13	13	3
Assignment of Duties	25	27	22	32	34	33
Awards	0	0	0	0	0	1
Conversion to Full Time	4	0	3	2	4	1
Disciplinary Action						
Demotion	0	1	0	1	0	1
Reprimand	63	67	56	68	61	68
Suspension	69	94	82	66	45	82
Removal	60	75	57	69	56	63
Other	40	31	29	48	31	34
Duty Hours	33	28	48	40	52	42
Examination/Test	1	0	0	2	0	0
Harassment						
Non-Sexual	197	189	159	154	118	144
Sexual	19	15	14	11	11	14
Medical Examination	3	0	1	1	2	3
Pay (Including Overtime)	54	56	98	46	61	63
Perf. Eval./Appraisal	5	1	2	4	3	1
Promotion/Non-Selection	13	18	10	20	10	20
Reassignment						
Denied	18	21	21	3	5	15
Directed	22	23	17	28	9	11
Reasonable Accommodation	99	75	72	115	64	90
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	0	2	5	5	1	1
Retirement	4	7	3	7	1	1
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	17	18	26	34	51	46
Terms/Conditions of Employment	118	183	166	173	184	222
Time and Attendance	67	59	70	73	68	83
Training	11	8	10	6	5	17
Other	29	29	29	31	28	12

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	113.56		108.08		140.52		135.79		121.33		108.74	
Average number of days in final action stage	83.11		39.97		47.71		37.42		27.28		24.79	
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	114.82		108.76		142.47		135.24		124.12		113.10	
Average number of days in final action stage	18.50		11.96		17.14		9.76		17.22		18.00	
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	112.62		106.35		134.98		137.08		114.11		96.52	
Average number of days in final action stage	160.27		71.70		41.63		40.44		36.99		33.44	

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)	260		161		147		156		128		133	
Average days pending prior to dismissal	38.61		38.79		37.97		42.62		31.31		27.75	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	24		28		25		27		25		28	

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	8		8		5		1		4		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	8	100	8	100	5	100	1	100	4	100	2	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	595	480	575	673	492	553
Total complainants from previous Fiscal Years	498	401	476	543	401	459
Number of Complaints Pending						
Investigation	0	2	0	0	1	1
ROI issued, pending Complainant's action	0	0	1	1	0	0
Hearing	234	225	316	366	485	551
Final Action	1	3	3	9	2	0
Appeal with EEOC Office of Federal Operations	121	154	173	145	2	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	0	11	0	0	0