

**Southern 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	1378	1128	1099	979	910	1034
Number of Complainants	1260	1055	1023	916	859	974
Repeat Filers	94	65	70	58	49	57

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	528	585	594	534	493	516
Color	193	202	217	171	189	215
Religion	49	57	45	52	32	42
Reprisal	661	615	516	480	443	506
Sex	606	515	482	465	437	486
PDA	N/A	11	6	1	11	10
National Origin	107	108	98	97	75	132
Equal Pay Act	0	0	0	0	0	1
Age	447	406	369	321	337	321
Disability	475	411	346	303	283	324
Genetic Information	0	0	8	16	14	20
Non-EEO	21	7	1	6	5	2

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	11	25	13	7	11
Assignment of Duties	86	81	62	49	64	63
Awards	6	1	1	9	4	1
Conversion to Full Time	2	8	3	7	2	8
Disciplinary Action						
Demotion	8	13	7	5	8	9
Reprimand	181	185	134	121	107	107
Suspension	142	145	119	108	84	96
Removal	124	107	94	79	59	74
Other	98	70	67	61	48	70
Duty Hours	112	111	100	104	77	124
Examination/Test	6	0	5	1	1	3
Harassment						
Non-Sexual	342	304	264	260	235	263
Sexual	29	27	26	29	25	27
Medical Examination	19	7	6	6	1	6
Pay (Including Overtime)	159	151	161	163	112	200
Perf. Eval./Appraisal	18	8	4	1	1	2
Promotion/Non-Selection	31	25	57	51	46	54
Reassignment						
Denied	24	25	29	32	20	18
Directed	30	39	27	43	33	21
Reasonable Accommodation	135	76	90	81	103	94
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	0	2	4	4	0	2
Retirement	7	4	4	6	3	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	42	47	66	58	60	69
Terms/Conditions of Employment	387	346	359	281	306	323
Time and Attendance	192	184	166	160	116	155
Training	18	15	21	20	15	15
Other	65	45	57	43	61	19

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	107.07		109.48		131.96		134.18		115.40		107.63
Average number of days in final action stage	88.59		22.56		20.85		23.09		24.85		26.33
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	107.79		110.66		134.11		138.33		120.26		106.62
Average number of days in final action stage	10.31		12.21		8.21		7.08		15.54		20.95
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	106.57		107.06		126.63		126.21		105.51		109.29
Average number of days in final action stage	140.83		34.19		32.98		38.62		38.24		33.64

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)	624		389		324		315		310		310
Average days pending prior to dismissal	36.34		32.81		27.05		28.51		26.94		21.19
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	86		51		66		50		39		51

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	13		5		7		2		1		1	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	13	100	5	100	7	100	2	100	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	917	785	870	933	405	503
Total complainants from previous Fiscal Years	839	717	784	842	365	446
Number of Complaints Pending						
Investigation	0	2	0	0	1	0
ROI issued, pending Complainant's action	0	1	0	1	0	0
Hearing	240	274	278	327	393	498
Final Action	5	1	8	11	10	3
Appeal with EEOC Office of Federal Operations	204	278	323	223	2	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	16	1	0	0