

**Western 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**

<b>Complaint Activity</b> (29 CFR 1614.704(a), (b), and (c))	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2016 Thru 9/30/16</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	
Number of Complaints Filed	555	536	504	438	448	443
Number of Complainants	514	510	482	417	416	419
Repeat Filers	36	26	22	21	25	23

<b>Complaints by Basis</b> 29 CFR 1614.704(d)	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2016 Thru 9/30/16</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	182	213	220	196	189	181
Color	86	86	89	71	60	67
Religion	22	28	31	19	22	12
Reprisal	292	270	266	219	240	199
Sex	236	231	239	196	189	206
PDA	N/A	2	4	5	7	3
National Origin	47	63	45	38	37	52
Equal Pay Act	0	0	0	0	0	0
Age	206	208	228	192	208	163
Disability	231	341	206	179	186	169
Genetic Information	0	0	9	4	8	1
Non-EEO	7	5	3	0	3	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	9	12	14	9	20	6
Assignment of Duties	43	45	39	23	39	30
Awards	2	1	0	0	0	0
Conversion to Full Time	3	3	1	1	0	1
Disciplinary Action						
Demotion	2	2	2	2	3	0
Reprimand	67	86	51	66	55	57
Suspension	57	82	42	68	51	50
Removal	49	44	56	38	35	28
Other	25	22	27	32	25	20
Duty Hours	60	47	33	39	34	64
Examination/Test	2	2	2	1	1	2
Harassment						
Non-Sexual	219	175	177	165	130	127
Sexual	22	18	10	20	10	15
Medical Examination	4	4	5	1	3	3
Pay (Including Overtime)	59	69	57	59	58	87
Perf. Eval./Appraisal	7	3	1	2	4	5
Promotion/Non-Selection	17	21	35	22	32	29
Reassignment						
Denied	19	14	11	8	10	11
Directed	22	13	4	7	17	16
Reasonable Accommodation	94	79	56	70	76	56
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a
Reinstatement	3	0	0	2	1	1
Retirement	6	4	5	4	2	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	20	28	20	30	45	36
Terms/Conditions of Employment	183	188	150	158	139	138
Time and Attendance	81	130	56	69	70	68
Training	10	9	13	13	6	11
Other	29	29	25	36	47	5

<b>Processing Time</b> (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>	<b>Comparative Data</b> (29 CFR 1614.705)										<b>FY 2016 Thru 9/30/16</b>
	<b>Previous Fiscal Year Data</b>										
	<b>FY 2011</b>		<b>FY 2012</b>		<b>FY 2013</b>		<b>FY 2014</b>		<b>FY 2015</b>		
Complaints pending (for any length of time) during the fiscal year 1614.704(f)(1)											
Average number of days in investigation stage	112.04		51.23		129.75		158.28		135.39		120.12
Average number of days in final action stage	165.99		30.06		37.03		29.83		26.54		25.12
Complaints pending (for any length of time) during the fiscal year <b>where a hearing was requested</b> (1614.704(f)(3))											
Average number of days in investigation stage	113.77		30.28		130.20		164.02		142.20		121.82
Average number of days in final action stage	20.13		12.27		10.06		13.86		17.84		17.99
Complaints pending (for any length of time) during the fiscal year <b>where a hearing was not requested</b> (1614.704(f)(2))											
Average number of days in investigation stage	110.81		96.34		126.49		146.51		124.09		117.71
Average number of days in final action stage	264.90		41.30		30.44		34.57		33.62		33.78

<b>Complaints Dismissed by Agency</b> (29 CFR 1614.704(g))	<b>Comparative Data</b> (29 CFR 1614.705)										<b>FY 2016 Thru 9/30/16</b>
	<b>Previous Fiscal Year Data</b>										
	<b>FY 2011</b>		<b>FY 2012</b>		<b>FY 2013</b>		<b>FY 2014</b>		<b>FY 2015</b>		
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	411		260		136		119		121		104
Average days pending prior to dismissal	78.98		113.50		33.13		33.28		30.99		24.22
<b>Complaints Withdrawn by Complainants</b> (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	26		23		32		27		28		22

<b>Total Final Actions Involving a Finding of Discrimination</b> (29 CFR 1614.704(i))	<b>Comparative Data</b> (29 CFR 1614.705)										<b>FY 2016 Thru 9/30/16</b>	
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2011</b>		<b>FY 2012</b>		<b>FY 2013</b>		<b>FY 2014</b>		<b>FY 2015</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
Total number of findings	8		7		3		8		5		5	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	8	100	7	100	3	100	8	100	5	100	5	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	682	452	439	517	285	278
Total complainants from previous Fiscal Years	614	406	392	450	250	241
<b>Number of Complaints Pending</b>						
Investigation	1	2	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	126	142	213	248	282	276
Final Action	4	1	3	0	2	0
Appeal with EEOC Office of Federal Operations	105	156	150	116	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	1	8	1	0	0