

**Southeast 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, 2008**

**N/A means Data Not Available**

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Number of Complaints Filed	1323	1218	784	830	839	202
Number of Complainants	1127	1036	692	777	772	201
Repeat Filers	N/A	N/A	N/A	47	60	1

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	512	498	266	320	328	63
Color	173	148	101	124	128	20
Religion	109	53	26	37	35	14
Reprisal	513	546	345	404	433	117
Sex	560	509	300	345	347	88
National Origin	122	140	61	71	58	17
Equal Pay Act	0	0	0	0	0	0
Age	275	279	196	240	226	57
Disability	469	465	308	371	309	85
Non-EEO	N/A	N/A	N/A	17	11	4

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	17	20	17	3	8	1
Assignment of Duties	49	103	66	61	59	5
Awards	17	7	2	2	4	0
Conversion to Full Time	9	5	2	5	3	0
Disciplinary Action						
Demotion	4	1	3	0	1	1
Reprimand	38	105	65	90	94	28
Suspension	75	93	60	79	88	17
Removal	63	78	64	77	90	19
Other	0	0	0	38	37	10
Duty Hours	60	53	37	42	54	10
Evaluation/Appraisal	5	3	8	7	5	0
Examination/Test	4	7	1	3	3	1
Harassment						
Non-Sexual	262	294	178	214	217	64
Sexual	43	37	9	33	21	10
Medical Examination	10	17	7	14	8	1
Pay (Including Overtime)	68	113	74	65	81	8
Promotion/Non-Selection	55	60	32	34	30	9
Reassignment						
Denied	44	53	22	43	28	10
Directed	12	20	17	18	15	7
Reasonable Accommodation	89	88	61	74	61	17
Reinstatement	1	7	4	4	2	1
Retirement	3	4	7	2	1	0
Termination	55	62	44	44	40	12
Terms/Conditions of Employment	249	199	147	190	236	36
Time and Attendance	97	123	78	87	78	19
Training	14	24	12	15	9	3
Other	0	0	41	50	33	10

Processing Time (29 CFR 1614.704(f))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
<i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Complaints pending ( <i>for any length of time</i> ) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	282.74	181.00	103.94	105.01	102.59	103.74
Average number of days in final action stage	246.50	110.50	73.21	83.93	91.56	71.27
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was requested</b> (1614.704(f)(3))						
Average number of days in investigation stage	267.96	190.09	99.27	98.08	102.53	103.95
Average number of days in final action stage	41.73	69.10	20.94	41.31	18.62	9.42
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was not requested</b> (1614.704(f)(2))						
Average number of days in investigation stage	294.07	173.67	106.34	107.66	102.64	103.60
Average number of days in final action stage	343.90	143.58	119.21	115.57	144.95	148.58

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	552	394	310	177	321	100
Average days pending prior to dismissal	60.9	47.1	73.95	22.55	23.64	26.98
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	129	158	72	68	68	12

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2009 Thru 12/31/2008	
	Previous Fiscal Year Data											
	FY 2004		FY 2005		FY 2006		FY 2007		FY 2008		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	23		27		14		12		6		1	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	23	100	27	100	14	100	12	100	6	100	1	100







Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Total complaints from previous Fiscal Years	2088	1206	815	520	599	589
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	534
<b>Number of Complaints Pending</b>						
Investigation	N/A	N/A	9	2	1	130
Hearing	N/A	N/A	99	111	164	287
Final Action	N/A	N/A	27	26	8	44
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	161	243

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Pending Complaints Where Investigation Exceeds Required Time Frames	180	1	0	0	1	0