

**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: December 31, 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	933	887	698	683	804	204
Number of Complainants	861	823	629	640	732	200
Repeat Filers	N/A	N/A	N/A	36	63	3

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	345	320	294	230	234	71
Color	132	111	115	129	119	37
Religion	57	53	38	48	52	11
Reprisal	343	303	347	319	449	107
Sex	408	404	302	277	334	90
National Origin	205	155	173	143	146	33
Equal Pay Act	0	3	1	0	0	0
Age	299	255	218	241	278	70
Disability	359	388	317	332	430	108
Non-EEO	N/A	N/A	N/A	12	10	0

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	12	12	7	10	17	4
Assignment of Duties	32	46	54	47	55	12
Awards	3	2	2	0	5	0
Conversion to Full Time	4	5	7	1	4	1
Disciplinary Action						
Demotion	2	0	1	1	0	0
Reprimand	13	60	64	47	73	14
Suspension	56	52	45	70	77	14
Removal	92	92	79	40	70	20
Other	0	0	0	17	16	14
Duty Hours	53	38	36	29	77	15
Evaluation/Appraisal	6	5	2	9	6	1
Examination/Test	3	2	0	2	0	0
Harassment						
Non-Sexual	221	214	163	181	217	66
Sexual	28	25	15	8	27	4
Medical Examination	7	2	6	4	9	1
Pay (Including Overtime)	22	67	51	78	96	18
Promotion/Non-Selection	42	35	28	20	25	8
Reassignment						
Denied	42	33	15	14	34	7
Directed	6	5	6	6	16	8
Reasonable Accommodation	82	82	77	93	134	40
Reinstatement	7	4	5	5	6	1
Retirement	6	6	1	2	5	1
Termination	70	86	51	70	43	13
Terms/Conditions of Employment	130	116	189	143	243	52
Time and Attendance	56	81	64	63	79	27
Training	4	17	12	6	9	2
Other	0	29	20	40	41	13

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	260.34	207.72	118.31	104.52	109.72	107.16
Average number of days in final action stage	254.34	144.67	84.69	69.15	55.37	58.35
Complaints pending (<i>for any length of time</i>) during the fiscal year where a hearing was requested (1614.704(f)(3))						
Average number of days in investigation stage	264.16	203.15	107.78	93.78	108.55	107.88
Average number of days in final action stage	82.60	93.94	21.61	33.21	11.08	11.89
Complaints pending (<i>for any length of time</i>) during the fiscal year where a hearing was not requested (1614.704(f)(2))						
Average number of days in investigation stage	247.04	210.89	125.09	108.84	110.68	106.58
Average number of days in final action stage	556.94	203.08	161.39	119.28	109.50	140.43

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)	283	332	249	136	276	99
Average days pending prior to dismissal	76.18	55.0	32.35	16.85	28.63	32.20
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	183	85	70	49	53	9

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	14		31		20		12		22		10	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	14	100	31	100	20	100	12	100	22	100	10	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	1508	1336	853	639	628	734
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	633
Number of Complaints Pending						
Investigation	N/A	N/A	10	5	3	116
Hearing	N/A	N/A	196	222	297	451
Final Action	N/A	N/A	30	23	15	43
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	187	261

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	128	3	1	1	3	0