Capital Metro 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	e Data (29 CF	-R 1614.705)		FY 2009 Thru				
		Previous Fiscal Year Data								
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	12/31/2008				
Number of Complaints Filed	438	402	657	602	523	120				
Number of Complainants	413	369	614	568	494	117				
Repeat Filers	N/A	N/A	N/A	31	26	1				

Complaints by Basis (29 CFR 1614.704(d))	()	FY 2009 Thru			
Note: Complaints can be filed alleging multiple bases. The sum of		Previo	us Fiscal Ye	ar Data		12/31/2008
the bases may not equal total complaints filed.	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Race	195	175	311	277	243	41
Color	44	69	91	88	72	11
Religion	38	16	26	32	17	5
Reprisal	159	163	267	232	231	60
Sex	170	197	295	232	>239	42
National Origin	32	51	49	38	30	3
Equal Pay Act	11	0	0	1	0	0
Age	105	105	166	150	135	32
Disability	161	184	259	247	211	57
Non-EEO	N/A	N/A	N/A	17	8	5

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

Complaints by Issue (29 CFR 1614.704(e))	(Comparative	e Data (29 CF	FR 1614.705))	FY 2009 Thru 12/31/2008	
Note: Complaints can be filed alleging multiple issues. The sum			,				
of the issues may not equal total complaints filed.	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008		
Appointment/Hire	2	1	5	7	5	1	
Assignment of Duties	23	64	60	58	37	11	
Awards	2	5	2	2	3	2	
Conversion to Full Time	0	0	2	2	1	0	
Disciplinary Action							
Demotion	1	0	2	4	1	0	
Reprimand	14	54	71	61	49	8	
Suspension	18	51	90	51	53	9	
Removal	31	34	86	47	53	8	
Other	N/A	N/A	N/A	33	22	5	
Duty Hours	42	35	54	41	25	5	
Evaluation/Appraisal	2	4	10	4	8	1	
Examination/Test	3	2	1	2	0	0	
Harassment							
Non-Sexual	54	112	189	181	155	34	
Sexual	11	21	15	21	14	4	
Medical Examination	0	2	8	2	4	0	
Pay (Including Overtime)	36	64	99	72	55	10	
Promotion/Non-Selection	23	20	22	24	23	5	
Reassignment							
Denied	11	23	23	16	12	7	
Directed	3	7	13	7	7	5	
Reasonable Accommodation	22	46	58	51	55	18	
Reinstatement	2	2	2	2	3	0	
Retirement	2	0	1	2	0	0	
Termination	13	22	52	40	36	5	
Terms/Conditions of Employment	89	88	143	108	116	19	
Time and Attendance	55	69	104	92	57	16	
Training	6	10	13	21	10	4	
Other	0	38	39	26	26	5	

Processing Time (29 CFR 1614.704(f))		FY 2009 Thru				
The average length of time it has taken an agency to complete,		Previou	us Fiscal Yea	ar Data		12/31/2008
respectively, investigation and final action for:	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	306.51	232.22	94.02	109.13	109.33	111.32
Average number of days in final action stage	110.99	80.72	59.81	98.95	94.36	130.16
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	291.17	245.05	89.81	102.32	109.79	111.29
Average number of days in final action stage	32.53	37.37	7.44	26.78	14.69	10.84
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	332.14	221.72	95.79	111.07	108.96	111.33
Average number of days in final action stage	227.77	122.28	117.94	143.29	154.81	217.35

Complaints Dismissed by Agency (29 CFR 1614.704(g))		Comparative Data (29 CFR 1614.705)						
		Previous Fiscal Year Data						
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	12/31/2008		
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	138	118	184	104	177	54		
Average days pending prior to dismissal	97.59	22.93	16.38	23.41	32.05	42.89		
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))								
Total complaints withdrawn by complainants	62	49	45	41	52	8		

Total Final Actions Involving a Finding of		Comparative Data (29 CFR 1614.705)									FY 2009 Thru 12/31/2008			
Discrimination (29 CFR 1614.704(i))		Previous Fiscal Year Data									12/3 ⁻	1/2008		
	FY 2	FY 2004 FY 2005 FY 2006 FY 2007 FY 2008							08					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total number of findings	3		8		7		7		2		2			
Total without a hearing	0	0	1	12.5	0	0	0	0	0	0	0	0		
Total with a hearing	3	100	7	87.5	7	100	7	100	2	100	2	100		

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))			Con	nparativ	ve Data	(29 CFF	R 1614.7	705)				09 Thru I/2008
Note: Complaints can be filed alleging multiple				Previo	ous Fis	cal Year	Data					
bases. The sum of the bases may not equal total complaints and findings.	FY 2	2004	FY 2	2005	FY 2	2006	FY 2	2007	FY 2	2008		
total complainte and intainge.	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	3		8		7		7		2		2	
Race	1	33.3	1	12.5	0	0	4	57.1	1	50	0	0
Color	0	0	1	12.5	0	0	0	0	0	0	0	0
Religion	0	0	1	12.5	0	0	0	0	0	0	0	0
Reprisal	0	0	5	62.5	3	42.9	2	28.6	0	0	2	100
Sex	1	33.3	2	25.0	1	14.3	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33.3	0	0	0	0	0	0	0	0	0	0
Disability	1	33.3	3	37.5	4	57.1	5	71.4	1	50	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Race	1	100	1	100	0	0	4	100	1	100	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	1	100	0	0	0	0	0	0	0	0
Reprisal	0	0	4	80	3	100	2	100	0	0	2	100
Sex	1	100	2	100	1	100	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0
Disability	1	100	3	100	4	100	5	100	1	100	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings without a hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	20	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))			Con	nparativ	e Data	(29 CFF	R 1614.7	705)				09 Thru 1/2008			
Note: Complaints can be filed alleging multiple				Previo	ous Fiso	cal Year	Data								
issues. The sum of the issues may not equal total complaints and findings.	FY 2	004	FY 2	2005	FY 2	2006	FY 2	2007	FY 2	2008					
iotal complaints and infolings.	#	%	#	%	#	%	#	%	#	%	#	%			
Total number of findings	3	Ĩ	8		7		7		2		2				
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	(
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	C			
Awards	0	0	0	0	0	0	0	0	0	0	0	C			
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	C			
Disciplinary Action		Î				Î									
Demotion	0	0	0	0	0	0	0	0	0	0	0	(
Reprimand	0	0	2	25.0	0	0	0	0	0	0	0	C			
Suspension	0	0	1	12.5	0	0	0	0	0	0	0	C			
Removal	1	33.3	0	0	1	14.3	0	0	0	0	1	50			
Other	0	0	0	0	0	0	0	0	0	0	0	C			
Duty Hours	1	33.3	0	0	1	14.3	0	0	0	0	0	C			
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	C			
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	C			
Harassment		- T													
Non-Sexual	0	0	1	12.5	1	14.3	2	28.6	0	0	0	C			
Sexual	1	33.3	1	12.5	0	0	0	0	0	0	0	C			
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	C			
Pay Including Overtime	0	0	0	0	1	14.3	0	0	0	0	0	C			
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	0	C			
Reassignment															
Denied	0	0	0	0	1	14.3	0	0	0	0	0	C			
Directed	0	0	0	0	1	14.3	0	0	0	0	0	C			
Reasonable Accommodation	0	0	1	12.5	3	42.9	3	42.9	0	0	1	50			
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	C			
Retirement	0	0	0	0	0	0	0	0	0	0	0	C			
Termination	0	0	0	0	0	0	2	28.6	0	0	0	C			
Terms/Conditions of Employment	0	0	2	25.0	0	0	1	14.3	1	50	0	C			
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	C			
Training	1	33.3	0	0	0	0	0	0	0	0	0	C			
Other	0	0	2	25.0	0	0	1	14.3	0	0	0	0			
Findings after a hearing															
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0			
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	C			
Awards	0	0	0	0	0	0	0	0	0	0	0	C			
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	C			
Disciplinary Action		- T													
Demotion	0	0	0	0	0	0	0	0	0	0	0	C			
Reprimand	0	0	2	100	0	0	0	0	0	0	0	(
Suspension	0	0	1	100	0	0	0	0	0	0	0	(
Removal	1	100	0	0	1	100	0	0	0	0	1	100			
Other	0	0	0	0	0	0	0	0	0	0	0	(
Duty Hours	1	100	0	0	1	100	0	0	0	0	0	(
Evaluation/Appraisal	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
Harassment												
Non-Sexual	0	0	1	100	1	100	2	100	0	0	0	0
Sexual	1	100	1	100	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1	100	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	0	0
Reassignment												
Denied	0	0	0	0	1	100	0	0	0	0	0	0
Directed	0	0	0	0	1	100	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	100	3	100	3	100	0	0	1	100
Reinstatement	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
Termination	0	0	0	0	0	0	2	100	0	0	0	0
Terms/Conditions of Employment	0	0	1	50	0	0	1	100	1	100	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	100	0	0	0	0	0	0	0	0	0	0
Other	0	0	2	100	0	0	1	100	0		0	0
Findings without a hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	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
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	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
Harassment												
Non-Sexual	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
Medical Examination	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
Promotion/Non-Selection	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
Directed	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
Reinstatement	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
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	50	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0		0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status			FY 2009			
(29 CFR 1614.704(I))		Previo	us Fiscal Yea	ar Data		Thru 12/31/2008
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	12/31/2000
Total complaints from previous Fiscal Years	670	552	574	490	515	508
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	466
Number of Complaints Pending						
Investigation	N/A	N/A	4	2	1	66
Hearing	N/A	N/A	114	149	187	311
Final Action	N/A	N/A	25	23	10	29
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	134	184

Complaint Investigations (29 CFR 1614.704(m))		Comparative Data (29 CFR 1614.705)							
		Previous Fiscal Year Data							
	FY 2004	FY 2004 FY 2005 FY 2006 FY 2007 FY 2008							
Pending Complaints Where Investigation Exceeds Required Time Frames	178	1	0	0	0	1			