Great Lakes 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 CF	R 1614.705))	FY 2009 Thru				
		Previous Fiscal Year Data								
	FY 2004	12/31/2008								
Number of Complaints Filed	1061	900	700	629	649	171				
Number of Complainants	985	797	624	594	608	170				
Repeat Filers	N/A	N/A	N/A	32	33	1				

Complaints by Basis (29 CFR 1614.704(d))	ı)	FY 2009 Thru			
Note: Complaints can be filed alleging multiple bases. The sum of			12/31/2008			
the bases may not equal total complaints filed.	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	1
Race	420	371	265	235	252	62
Color	54	73	62	78	82	8
Religion	67	36	24	26	17	3
Reprisal	324	389	295	279	311	87
Sex	435	389	328	262	275	70
National Origin	60	39	41	23	25	3
Equal Pay Act	0	2	0	0	0	0
Age	238	187	175	162	181	43
Disability	410	379	280	283	291	126
Non-EEO	N/A	N/A	N/A	13	13	6

Complaints by Issue (29 CFR 1614.704(e))	(Comparative	Data (29 CF	FR 1614.705))	FY 2009 Thru 12/31/2008
Note: Complaints can be filed alleging multiple issues. The sum		Previou	ıs Fiscal Ye	ar Data		12/31/2000
of the issues may not equal total complaints filed.	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Appointment/Hire	20	21	16	10	7	4
Assignment of Duties	73	91	74	72	59	8
Awards	4	5	1	2	4	0
Conversion to Full Time	3	6	3	1	0	1
Disciplinary Action						
Demotion	3	2	1	2	2	1
Reprimand	19	61	71	48	64	17
Suspension	120	103	98	58	55	17
Removal	66	94	70	80	95	28
Other	0	0	0	31	23	6
Duty Hours	44	49	38	25	73	19
Evaluation/Appraisal	8	6	6	1	7	2
Examination/Test	3	3	3	2	3	2
Harassment						
Non-Sexual	245	228	195	221	107	27
Sexual	30	25	19	17	24	6
Medical Examination	5	7	5	8	6	1
Pay (Including Overtime)	35	98	38	47	89	16
Promotion/Non-Selection	42	46	30	33	33	9
Reassignment						
Denied	26	19	20	12	11	4
Directed	16	10	3	7	6	5
Reasonable Accommodation	78	74	52	54	45	9
Reinstatement	9	7	5	3	3	1
Retirement	1	8	3	2	4	1
Termination	64	66	64	33	48	10
Terms/Conditions of Employment	137	167	120	119	220	54
Time and Attendance	65	91	69	52	67	16
Training	6	16	16	10	15	8
Other	0	35	28	20	20	6

Processing Time (29 CFR 1614.704(f))			FY 2009 Thru 12/31/2008			
The average length of time it has taken an agency to complete,		Previo	us Fiscal Yea	ar Data		12/31/2006
respectively, investigation and final action for:	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	447.91	260.56	89.69	103.03	104.14	102.2
Average number of days in final action stage	147.64	85.62	94.52	86.64	87.66	85.27
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	404.89	243.20	75.90	75.12	109.21	100.77
Average number of days in final action stage	21.93	19.34	8.83	18.42	17.66	41.14
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	465.91	267.11	95.18	110.45	100.25	103.04
Average number of days in final action stage	214.09	121.97	170.36	133.65	126.03	130.66

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)	320	414	365	133	247	48			
Average days pending prior to dismissal	81.11	18.39	40.84	19.58	24.85	25.21			
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))									
Total complaints withdrawn by complainants	169	108	51	51	39	11			

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				
Discrimination (29 CFR 1014.704(I))		Previous Fiscal Year Data									12/3	1/2006			
	FY:	FY 2004 FY 2005 FY 2006 FY 2007 FY 2008													
	#	%	#	%	#	%	#	%	#	%	#	%			
Total number of findings	12		6		12		8		11		2				
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0			
Total with a hearing	12	100	6	100	12	100	8	100	11	100	2	100			

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))			Con	nparativ	/e Data	(29 CFF	R 1614.7	705)			FY 2009 Th 12/31/200	
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 complaints and infamigs.	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	12		6		12		8		11		2	
Race	3	25.0	1	16.7	6	50	0	0	1	9.1	1	50
Color	1	8.3	0	0	0	0	0	0	2	18.2	0	0
Religion	1	8.3	1	16.7	1	8.3	2	25.0	2	18.2	0	0
Reprisal	5	41.7	1	16.7	2	16.7	3	37.5	6	54.5	2	100
Sex	0	0	2	33.3	1	8.3	2	25.0	1	9.1	0	0
National Origin	0	0	0	0	1	8.3	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	1	8.3	0	0	0	0	0	0
Disability	3	25.0	1	16.7	3	25.0	4	50	4	36.4	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Race	12	100	1	100	6	100	0	0	1	100	1	100
Color	3	100	0	0	0	0	0	0	2	100	0	0
Religion	1	100	1	100	1	100	2	100	2	100	0	0
Reprisal	1	100	1	100	2	100	3	100	6	100	2	100
Sex	5	100	2	100	1	100	2	100	1	100	0	0
National Origin	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0
Disability	0	0	1	100	3	100	4	100	4	100	0	0
Non EEO	3	100	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	0	0	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)			FY 2009 Thru 12/31/2008		
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal		1			ous Fisc								
total complaints and findings.	FY 2		FY 2	$\overline{}$	FY 2		FY 2		FY 2		<u> </u>		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total number of findings	12		6		12		8		11		2		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0	
Assignment of Duties	1	8.3	0	0	3	25.0	1	12.5	1	9.1	1	50	
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	1	8.3	0	0	2	16.7	0	0	0	0	0	0	
Removal	0	0	0	0	2	16.7	0	0	1	9.1	1	50	
Other	0	0	0	0	0	0	2	25.0	0	0	0	0	
Duty Hours	0	0	0	0	2	16.7	1	12.5	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	6	50	1	16.6	2	16.7	0	0	4	36.4	1	50	
Sexual	0	0	0	0	0	0	1	12.5	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	1	12.5	4	36.4	0	0	
Promotion/Non-Selection	1	8.3	0	0	1	8.3	0	0	0	0	0	0	
Reassignment													
Denied	1	8.3	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	1	12.5	0	0	0	0	
Reasonable Accommodation	2	16.7	0	0	2	16.7	1	12.5	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	1	9.1	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	2	33.3	0	0	1	12.5	0	0	0	0	
Terms/Conditions of Employment	0	0	1	16.6	1	8.3	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	0	
Other	0	0	2	33.3	0	0	1	12.5	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	1	100	0	0	3	100	1	100	1	100	1	100	
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	1	100	0	0	2	100	0	0	0	0	0	0	
Removal	0	0	0	0	2	100	0	0	1	100	1	100	
Other	0	0	0	0	0	0	2	100	0	0	0	0	
Duty Hours	0	0	0	0	2	100	1	100	0	0	0	0	
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0		0	

Examination/Test	l o	0	О	o	0	0	0	О	0	0	0	0
Harassment												
Non-Sexual	6	100	1	100	2	100	0	0	4	100	1	100
Sexual	0	0	0	0	0	0	1	100	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	1	100	4	100	0	0
Promotion/Non-Selection	1	100	0	0	1	100	0	0	0	0	0	0
Reassignment												
Denied	1	100	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	100	0	0	0	0
Reasonable Accommodation	2	100	0	0	2	100	1	100	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	1	100	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	2	100	0	0	1	100	0	0	0	0
Terms/Conditions of Employment	0	0	1	100	1	100	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	0
Other	0	0	2	100	0	0	1	100	0	0	0	0
Findings <i>without a hearing</i>												
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			\dashv	$\overline{}$								
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	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
Training	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

Pending Complaints Filed in Previous Fiscal Years by Status		Comparative	Data (29 CF	R 1614.705)		FY 2009 Thru			
(29 CFR 1614.704(I))	Previous Fiscal Year Data								
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	12/31/2008			
Total complaints from previous Fiscal Years	1586	1328	719	408	463	486			
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	451			
Number of Complaints Pending									
Investigation	N/A	N/A	10	9	3	103			
Hearing	N/A	N/A	92	106	156	253			
Final Action	N/A	N/A	21	17	10	34			
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	140	179			

Complaint Investigations (29 CFR 1614.704(m))		Comparative	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				
Pending Complaints Where Investigation Exceeds Required Time Frames	256	2	3	1	1	1				