## Headquarters, Inspection Service, Office of Inspector General 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	<b>Data</b> (29 CF	R 1614.705	)	FY 2009 Thru					
		Previous Fiscal Year Data									
	FY 2004	FY 2004 FY 2005 FY 2006 FY 2007 FY 2008									
Number of Complaints Filed	89	102	99	159	120	22					
Number of Complainants	89	101	92	149	114	22					
Repeat Filers	0	1	N/A	19	8	1					

Complaints by Basis (29 CFR 1614.704(d))	1	Comparative Data (29 CFR 1614.705)								
Note: Complaints can be filed alleging multiple bases. The sum of		Previous Fiscal Year Data								
the bases may not equal total complaints filed.	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	1				
Race	47	59	53	64	65	8				
Color	15	22	17	19	25	3				
Religion	7	9	5	6	9	0				
Reprisal	29	43	41	63	58	11				
Sex	40	61	56	59	59	13				
National Origin	10	16	17	19	21	3				
Equal Pay Act	3	0	1	0	0	0				
Age	29	56	34	65	48	12				
Disability	19	20	23	45	31	3				
Non-EEO	N/A	N/A	N/A	N/A	1	0				

Complaints by Issue (29 CFR 1614.704(e))		Comparative Data (29 CFR 1614.705)									
Note: Complaints can be filed alleging multiple issues. The sum		Previous Fiscal Year Data									
of the issues may not equal total complaints filed.	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008						
Appointment/Hire	2	7	3	3	2	0					
Assignment of Duties	2	13	6	9	13	2					
Awards	0	2	0	2	2	0					
Conversion to Full Time	0	1	0	0	0	0					
Disciplinary Action											
Demotion	0	1	0	0	1	0					
Reprimand	2	3	5	6	6	3					
Suspension	4	0	0	5	3	0					
Removal	0	3	4	2	10	0					
Other	0	0	0	4	2	0					
Duty Hours	1	0	1	2	2	1					
Evaluation/Appraisal	5	15	14	16	13	0					
Examination/Test	1	0	1	0	0	0					
Harassment											
Non-Sexual	11	22	22	30	12	4					
Sexual	2	1	2	6	5	0					
Medical Examination	3	2	1	5	3	0					
Pay (Including Overtime)	0	3	6	8	7	5					
Promotion/Non-Selection	25	38	27	42	36	7					
Reassignment											
Denied	5	7	1	6	4	1					
Directed	3	4	1	4	5	0					
Reasonable Accommodation	0	1	1	8	3	0					
Reinstatement	0	0	0	1	0	0					
Retirement	2	0	0	2	3	1					
Termination	4	5	11	11	6	2					
Terms/Conditions of Employment	13	17	20	28	34	3					
Time and Attendance	3	7	7	11	11	2					
Training	1	4	4	3	4	1					
Other	0	0	5	12	4	0					

Processing Time (29 CFR 1614.704(f))		Comparative Data (29 CFR 1614.705)							
The average length of time it has taken an agency to complete,		Previous Fiscal Year Data							
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	418.32	282.06	103.04	118.26	108.72	127.75			
Average number of days in final action stage	350.6	106.79	45.52	75.39	97.46	36.50			
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	374.4	243.13	88.38	133.75	108.06	129.50			
Average number of days in final action stage	25.77	23.97	10.41	15.43	6.15	5.20			
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	468.93	306.72	108.74	113.31	109.27	127.00			
Average number of days in final action stage	534.20	194.08	96.93	119.87	193.58	67.80			

Complaints Dismissed by Agency (29 CFR 1614.704(g))		Comparative	<b>Data</b> (29 CF	R 1614.705)		FY 2009 Thru					
		Previous Fiscal Year Data									
	FY 2004	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)	32	30	28	28	44	7					
Average days pending prior to dismissal	40.75	31.2	14.79	25.5	33.48	43.29					
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	18	13	13	4	17	2					

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))					e Data	`					FY 2 Th	ru
	FY 2	Previous Fiscal Year Data  FY 2004 FY 2005 FY 2006 FY 2007 FY 2008								008	12/31/2008	
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	2		0		3		0		0		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	2	100	0	0	3	100	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))			Comp	oarativ	e Data	(29 CF	R 1614	1.705)			FY 2009 12/31/2		
Note: Complaints can be filed alleging multiple bases.				Previo	us Fis	cal Yea	r Data						
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			
and manyo.	#	%	#	%	#	%	#	%	#	%	#	%	
Total number of findings	2		0		3		0		0		0		
Race	1	50	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	1	50	0	0	1	33.3	0	0	0	0	0	0	
Sex	1	50	0	0	2	66.7	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	1	33.3	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 after a hearing													
Race	1	100	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	1	100	0	0	1	100	0	0	0	0	0	0	
Sex	1	100	0	0	2	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	0	0	0	0	1	100	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 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))			Comp	oarativ	e Data	(29 CF	R 1614	1.705)			FY 2009 Thru 12/31/2008		
Note: Complaints can be filed alleging multiple issues.		-		Previo	us Fis	cal Yea	r Data						
The sum of the issues may not equal total complaints and findings.	FY 2	2004	FY 2	2005	FY 2006		FY 2007		FY 2	2008			
	#	%	#	%	#	%	#	%	#	%	#	%	
Total number of findings	2		0		3		0		0		0		
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	1	50	0	0	2	66.7	0	0	0	0	0	0	
Reassignment													
Denied	0	0	0	0	1	33.3	0	0	0	0	0	0	
Directed	0	0	0	0	1	33.3	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	1	50	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	
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	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	
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	
	Ì												

Examination/Test	0	0	0	0	0	0	О	0	0	0	0	0
Harassment	$\neg$											
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	1	100	0	0	2	100	0	0	0	0	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	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
Termination	1	100	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
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
Findings without a hearing			U	0			0	0	0		U	
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
		0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time	0	U	U	U	U	U	0	0	U	0	U	0
Disciplinary Action				0				0			0	
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
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	0	0	0	0	0	0	0	0			0	0
Non-Sexual	0	0	0	0	0	0	0	0	0		0	0
Sexual	0	0	0	0	0	0	0	0	0		0	0
Medical Examination	0	0	0	0	0		0	0	0		0	
Pay Including Overtime	0	0	0	0	0	0	0	0	0			0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0		0	0
Reassignment	0	0	0	0	0	0	0	0	0		0	0
Denied	0	0	0	0	0	0	0	0	0		0	0
Directed	0	0	0	0	0	0	0	0	0		0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	<u> </u>	0	0
Reinstatement	0	0	0	0	0	0	0	0	0		0	0
Retirement	0	0	0	0	0	0	0	0	0		0	0
Termination	0	0	0	0	0	0	0	0	0		0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	<u> </u>	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		Comparative	<b>Data</b> (29 CF	R 1614.705	)	FY 2009 Thru					
(29 CFR 1614.704(I))		Previous Fiscal Year Data									
	FY 2004	FY 2008	12/31/2008								
Total complaints from previous Fiscal Years	254	155	128	100	135	117					
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	N/A					
Number of Complaints Pending											
Investigation	N/A	N/A	0	0	1	18					
Hearing	N/A	N/A	29	39	54	73					
Final Action	N/A	N/A	3	5	2	9					
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	28	41					

Complaint Investigations (29 CFR 1614.704(m))		Comparative	<b>Data</b> (29 CF	FR 1614.705)	)	FY 2009				
		Thru 12/31/2008								
	FY 2004	FY 2004 FY 2005 FY 2006 FY 2007 FY 2008								
Pending Complaints Where Investigation Exceeds Required Time Frames	18	18 1 0 0 0								