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 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	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))	ı)	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	1
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 CF	FR 1614.705)	FY 2009 Thru 12/31/2008				
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	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))	Sing Time (29 CFR 1614.704(f)) Comparative Data (29 CFR 1614.705)						
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 (for any length of time) 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 (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	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 (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	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 CF	R 1614.705))	FY 2009 Thru				
		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)	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		Comparative Data (29 CFR 1614.705)									FY 2009 Thru			
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								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		

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))			Comp	oarativ	e Data	(29 CF	Comparative Data (29 CFR 1614.705)								
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 manage.	#	%	#	%	#	%	#	%	#	%	#	%			
Total number of findings	23		27		14		12		6		1				
Race	8	34.8	8	29.6	2	14.3	1	8.3	1	16.7	1	100			
Color	1	4.3	2	7.4	0	0	0	0	1	16.7	0	0			
Religion	1	4.3	0	0	0	0	2	16.7	0	0	0	0			
Reprisal	7	30.4	13	48.1	6	42.8	7	58.3	5	83.3	1	100			
Sex	7	30.4	2	7.4	3	21.4	2	16.7	1	16.7	1	100			
National Origin	0	0	0	0	0	0	1	8.3	2	33.3	0	0			
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0			
Age	1	4.3	1	3.7	0	0	0	0	1	16.7	0	0			
Disability	8	34.8	6	22.2	3	21.4	2	16.7	1	16.7	0	0			
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0			
Findings after a hearing															
Race	8	100	8	100	2	100	1	100	1	100	1	100			
Color	1	100	2	100	0	0	0	0	1	100	0	0			
Religion	1	100	0	0	0	0	2	100	0	0	0	0			
Reprisal	7	100	13	100	6	100	7	100	5	100	1	100			
Sex	7	100	2	100	3	100	2	100	1	100	1	100			
National Origin	0	0	0	0	0	0	1	100	2	100	0	0			
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0			
Age	1	100	1	100	0	0	0	0	1	100	0	0			
Disability	8	100	6	100	3	100	2	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	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			

indings of Discrimination Rendered by Issue 29 CFR 1614.704 (k))	е		Con	nparativ	e Data	(29 CFI	R 1614.7	705)			09 Thru 1/2008	
ote: Complaints can be filed alleging multiple sues. The sum of the issues may not equal			•		ous Fis				ı			
otal complaints and findings.	FY:	2004	FY 2	$\overline{}$	FY 2		FY 2		FY 2		ļ	
	#	%	#	%	#	%	#	%	#	%	#	%
otal number of findings	23	<u> </u>	27		14		12		6		1	
ppointment/Hire	2	8.7	0	0	1	7.1	0	0	0	0	0	0
ssignment of Duties	4	17.4	2	7.4	1	7.1	0	0	0	0	0	0
wards	0	0	0	0	0	0	0	0	0	0	0	0
onversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
isciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	2	7.4	0	0	1	8.3	0	0	0	0
Suspension	1	4.3	2	7.4	0	0	0	0	1	16.7	0	0
Removal	0	0	1	3.7	2	14.3	1	8.3	0	0	0	0
Other	0	0	1	3.7	0	0	0	0	0	0	0	0
uty Hours	2	8.7	0	0	1	7.1	0	0	1	16.7	1	100
valuation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
xamination/Test	0	0	0	0	0	0	0	0	0	0	0	0
arassment												
Non-Sexual	1	4.3	1	3.7	6	42.8	2	16.7	0	0	1	100
Sexual	0	0	3	11.1	1	7.1	0	0	1	16.7	0	0
ledical Examination	0	0	0	0	1	7.1	1	8.3	0	0	0	0
ay Including Overtime	0	0	1	3.7	0	0	1	8.3	0	0	0	0
romotion/Non-Selection	1	4.3	2	7.4	1	7.1	1	8.3	2	33.3	0	0
eassignment												
Denied	2	8.7	0	0	0	0	1	8.3	0	0	0	0
Directed	0	0	0	0	0	0	1	8.3	1	16.7	0	0
easonable Accommodation	0	0	4	14.8	5	35.7	0	0	1	16.7	0	0
einstatement	0	0	0	0	0	0	0	0	0	0	0	0
etirement	0	0	0	0	0	0	0	0	0	0	0	0
ermination	2	8.7	3	11.1	0	0	0	0	0	0	0	0
erms/Conditions of Employment	4	17.4	5	18.5	0	0	0	0	2	33.3	0	0
ime and Attendance	0	0	2	7.4	1	7.1	1	8.3	0	0	0	0
raining	0	0	3	11.1	0	0	0	0	0	0	0	0
ther	3	13.0	3	11.1	1	7.1	2	16.7	0	0	1	100
indings <i>after a hearing</i>												
ppointment/Hire	2	100	0	0	1	100	0	0	0	0	0	0
ssignment of Duties	4	100	2	100	1	100	0	0	0	0	0	0
wards	0	0	0	0	0	0	0	0	0	0	0	0
onversion to Full Time	0	0	0	0	0	0	0	0	0	0	0	0
isciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	2	100	0	0	1	100	0	0	0	0
Suspension	1	100	2	100	0	0	0	0	1	100	0	0
Removal	0	0	1	100	2	100	1	100	0	0	0	0
Other	0	0	1	100	0	0	0	0	0	0	0	0
uty Hours	2	100	0	0	1	100	0	0	1	100	1	100
valuation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
uty Hours	2	100	0	0	1	100	0	0	1	100	1	1

Examination/Test	0	0	О	o	0	0	o	o	0	0	0	0
Harassment	\neg											
Non-Sexual	1	100	1	100	6	100	2	100	0	0	1	0
Sexual	0	0	3	100	1	100	0	0	1	100	0	0
Medical Examination	0	0	0	0	1	100	1	100	0	0	0	0
Pay Including Overtime	0	0	1	100	0	0	1	100	0	0	0	0
Promotion/Non-Selection	1	100	2	100	1	100	1	100	2	100	0	0
Reassignment	\dashv											
Denied	2	100	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	0	0	1	100	1	100	0	0
Reasonable Accommodation	0	0	4	100	5	100	0	0	1	100	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	2	100	3	100	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	4	100	5	100	0	0	0	0	2	100	0	0
Time and Attendance	0	0	2	100	1	100	1	100	0	0	0	0
Training	0	0	3	100	0	0	0	0	0	0	0	0
Other	3	100	3	100	1	100	2	100	0	0	1	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												
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	\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	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
Terms/Conditions of Employment	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
Other	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 Ye	ar Data		Thru 12/31/2008
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	12/01/2000
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
Number of Complaints Pending						
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 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	180	1	0	0	1	0				