Southwest 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 12/31/2008			
	FY 2004	12/01/2000				
Number of Complaints Filed	1149	987	935	999	1001	225
Number of Complainants	1077	911	858	944	925	225
Repeat Filers	N/A	N/A	N/A	47	62	0

Complaints by Basis (29 CFR 1614.704(d))	ı	Comparative Data (29 CFR 1614.705)									
Note: Complaints can be filed alleging multiple bases. The sum of		Previo	us Fiscal Yea	ar Data		Thru 12/31/2008					
the bases may not equal total complaints filed.	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008						
Race	500	440	375	448	426	89					
Color	133	164	146	173	156	24					
Religion	113	43	34	36	48	8					
Reprisal	396	423	342	445	444	93					
Sex	558	498	434	497	435	98					
National Origin	171	160	174	126	79	20					
Equal Pay Act	2	0	0	0	0	0					
Age	343	317	274	314	298	69					
Disability	480	421	371	459	387	78					
Non-EEO	N/A	N/A	N/A	16	23	5					

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	18	18	20	14	14	3
Assignment of Duties	99	94	93	77	82	16
Awards	4	3	4	2	3	0
Conversion to Full Time	3	8	2	0	3	0
Disciplinary Action						
Demotion	1	2	2	4	4	2
Reprimand	28	103	82	90	118	32
Suspension	26	30	57	84	97	25
Removal	49	71	87	48	76	16
Other	0	0	0	23	28	21
Duty Hours	127	73	89	88	88	7
Evaluation/Appraisal	3	3	8	13	8	0
Examination/Test	4	3	4	6	2	0
Harassment						
Non-Sexual	215	216	209	232	181	44
Sexual	45	39	20	25	24	7
Medical Examination	9	2	8	1	10	5
Pay (Including Overtime)	50	96	108	103	126	19
Promotion/Non-Selection	51	53	42	34	50	8
Reassignment						
Denied	35	44	39	47	18	8
Directed	22	22	21	30	21	4
Reasonable Accommodation	57	39	51	79	67	12
Reinstatement	3	3	3	1	3	2
Retirement	3	3	4	5	3	0
Termination	74	108	80	69	63	19
Terms/Conditions of Employment	225	253	288	261	332	62
Time and Attendance	84	120	97	113	120	22
Training	4	30	16	15	12	6
Other	0	0	34	36	39	20

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,		Previou	us Fiscal Ye	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	211.14	201.14	103.48	107.94	100.03	104.44			
Average number of days in final action stage	89.08	81.23	68.55	87.96	72.07	109.83			
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	202.00	200.08	101.49	99.74	99.84	103.42			
Average number of days in final action stage	41.73	42.01	16.49	42.16	18.09	44.97			
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	218.35	201.93	105.01	111.89	100.20	105.15			
Average number of days in final action stage	177.21	120.23	136.83	134.80	130.31	170.87			

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)	357	345	302	166	381	126					
Average days pending prior to dismissal	68.94	49.25	22.53	25.72	26.93	35.64					
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))											
Total complaints withdrawn by complainants	122	137	60	80	67	8					

Total Final Actions Involving a Finding of		Comparative Data (29 CFR 1614.705)										09 Thru
Discrimination (29 CFR 1614.704(i))		Previous Fiscal Year Data										1/2008
	FY 2	FY 2004 FY 2005 FY 2006 FY 2007 FY 2008										
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	13		10		13		13		11		5	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	13	100	10	100	13	100	13	100	11	100	5	100

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))			Com	parat	ive C	ata (2	9 CF	R 161	4.705	5)	FY 2009 Thr 12/31/2008		
Note: Complaints can be filed alleging multiple bases. The				Prev	ious	Fisca	I Yea	r Data	ì				
sum of the bases may not equal total complaints and findings.	FY	2004	FY:	2005	FY	2006	FY	2007		FY 2008			
	#	%	#	%	#	%	#	%	#	%	#	%	
Total number of findings	13		10		13		13		11		5		
Race	3	23.1	0	0	6	46.1	3	23.1	5	45.5	1	20	
Color	0	0	0	0	1	7.7	1	7.7	1	9.1	1	20	
Religion	1	7.7	0	0	1	7.7	0	0	0	0	0	0	
Reprisal	2	15.4	5	50	6	46.1	3	23.1	8	72.7	2	40	
Sex	5	38.5	3	30	5	38.5	4	30.8	2	18.2	3	60	
National Origin	1	7.7	0	0	1	7.7	1	7.7	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	1	10	0	0	1	7.7	0	0	0	0	
Disability	5	38.5	3	30	4	30.8	7	53.8	5	45.5	0	0	
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Findings after a hearing													
Race	3	100	0	0	6	100	3	100	5	100	1	20	
Color	0	0	0	0	1	100	1	100	1	100	1	20	
Religion	1	100	0	0	1	100	0	0	0	0	0	0	
Reprisal	2	100	5	100	6	100	3	100	8	100	2	40	
Sex	5	100	3	100	5	100	4	100	2	100	3	60	
National Origin	1	100	0	0	1	100	1	100	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	1	100	0	0	1	100	0	0	0	0	
Disability	5	100	3	100	4	100	7	100	5	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	

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))			Cor	nparativ	ve D	ata (29	CFF	R 1614.7	'05)		FY 2009 Thru 12/31/2008		
Note: Complaints can be filed alleging multiple issues. The					ous	Fiscal \	Year	Data					
sum of the issues may not equal total complaints and findings.	FY	2004	FY	2005	FY	2006	_	2007	FY 2	2008			
	#	%	#	%	#	%	#	%	#	%	#	%	
Total number of findings	13		10		13		13		11				
Appointment/Hire	0	0	0	0	0	0	1	7.7	0	0	0	0	
Assignment of Duties	1	7.7	1	10	0	0	1	7.7	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	1	7.7	1	7.7	0	0	0	0	
Suspension	1	7.7	0	0	1	7.7	0	0	1	9.1	0	0	
Removal	0	0	1	10	1	7.7	0	0	0	0	1	20	
Other	0	0	1	10	0	0	0	0	1	9.1	0	0	
Duty Hours	1	7.7	2	20	0	0	0	0	0	0	2	40	
Evaluation/Appraisal	0	0	0	0	2	15.4	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment													
Non-Sexual	3	23.1	0	0	0	0	0	0	1	9.1	1	20	
Sexual	2	15.4	3	30	0	0	1	7.7	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	1	9.1	0	0	
Pay Including Overtime	2	15.4	0	0	0	0	1	7.7	1	9.1	0	0	
Promotion/Non-Selection	1	7.7	0	0	0	0	0	0	2	18.2	0	0	
Reassignment													
Denied	0	0	0	0	0	0	2	15.4	0	0	0	0	
Directed	1	7.7	0	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation	1	7.7	0	0	4	30.1	4	30.8	1	9.1	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	1	7.7	2	15.4	0	0	0	0	
Terms/Conditions of Employment	1	7.7	1	10	1	7.7	0	0	2	18.2	1	20	
Time and Attendance	0	0	1	10	2	15.4	0	0	0	0	0	0	
Training	0	0	2	20	0	0	0	0	0	0	0	0	
Other	0	0	0	0	1	7.7	0	0	2	18.2	0	0	
Findings after a hearing													
Appointment/Hire	0	0	0	0	0	0	1	100	0	0	0	0	
Assignment of Duties	1	100	1	100	0	0	1	100	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	1	100	1	100	0	0	0	0	
Suspension	1	100	0	0	1	100	0	0	1	100	0	0	
Removal	0	0	1	100	1	100	0	0	0	0	1	100	
Other	0	0	1	100	0	0	0	0	1	100	0	0	
Duty Hours	1	100	2		0		0	0	0	0	2	100	
Evaluation/Appraisal	0	0	0	0	2	100	0	0	0	0	0	0	

Examination/Test	0	o	0	0	0	0	0	0	0	0	0	0
Harassment	1											
Non-Sexual	3	100	0	0	0	0	0	0	1	100	1	100
Sexual	2	100	3	100	0	0	1	100	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	100	0	0
Pay Including Overtime	2	100	0	0	0	0	1	100	1	100	0	0
Promotion/Non-Selection	1	100	0	0	0	0	0	0	2	100	0	0
Reassignment	十一											
Denied	0	0	0	0	0	0	2	100	0	0	0	0
Directed	1	100	0	0	0	0	0	0	0	0		0
Reasonable Accommodation	1	100	0	0	4	100	4	100	2	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	0	0	0	0	1	100	2	100	0	0	0	0
Terms/Conditions of Employment	1	100	1	100	1	100	0	0	2	100	1	100
Time and Attendance	0	0	1	100	2	100	0	0	0	0	0	0
Training	0	0	2	100	0	0	0	0	0	0		0
Other	0	0	0	0	1	100	0	0	2	100	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
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
Disciplinary Action	╁		_		Ť							
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
Suspension	0	0	0	0	0	0	0	0	0	0		0
Removal	0	0	0	0	0	0	0	0	0	0		0
Other	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
Examination/Test	0	0	0	0	0	0	0	0	0	0		0
Harassment	十一											
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
Pay Including Overtime	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
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
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	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	0		0
Time and Attendance	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		Comparative Data (29 CFR 1614.705)								
(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	1475	1128	835	701	786	742				
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	683				
Number of Complaints Pending										
Investigation	N/A	N/A	13	4	3	117				
Hearing	N/A	N/A	179	206	233	389				
Final Action	N/A	N/A	25	20	17	30				
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	219	305				

Complaint Investigations (29 CFR 1614.704(m))		Comparative Data (29 CFR 1614.705)								
		Thru 12/31/2008								
	FY 2004									
Pending Complaints Where Investigation Exceeds Required Time Frames	200	7	6	1	1	2				