Western 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: December 31, 2008

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))		Comparative	9 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	678	685	744	738	707	170				
Number of Complainants	662	617	674	695	647	170				
Repeat Filers	N/A	N/A	N/A	35	48	0				

Complaints by Basis (29 CFR 1614.704(d))		Comparative Data (29 CFR 1614.705)							
Note: Complaints can be filed alleging multiple bases. The sum of		Previo	us Fiscal Ye	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	227	219	258	215	215	55			
Color	87	86	104	91	87	29			
Religion	98	31	45	26	28	7			
Reprisal	270	321	355	324	336	77			
Sex	294	310	337	307	312	82			
National Origin	90	83	97	58	57	13			
Equal Pay Act	0	0	0	1	0	0			
Age	222	217	249	387	244	57			
Disability	346	319	348	311	320	75			
Non-EEO	N/A	N/A	N/A	24	9	2			

Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

Complaints by Issue (29 CFR 1614.704(e))	C	Comparative	Data (29 CF	R 1614.705)		FY 2009 Thru 12/31/2008
Note: Complaints can be filed alleging multiple issues. The sum of			12/01/2000			
the issues may not equal total complaints filed.	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Appointment/Hire	20	19	19	15	26	0
Assignment of Duties	37	71	69	61	59	8
Awards	3	2	4	3	1	0
Conversion to Full Time	7	1	4	1	1	0
Disciplinary Action						
Demotion	3	0	0	1	2	1
Reprimand	19	61	55	63	74	18
Suspension	26	31	33	58	81	19
Removal	50	67	66	49	56	22
Other	0	0	0	19	23	5
Duty Hours	57	46	67	43	36	11
Evaluation/Appraisal	6	12	8	8	6	1
Examination/Test	4	5	5	0	3	0
Harassment						
Non-Sexual	144	205	235	262	261	71
Sexual	20	23	22	26	22	5
Medical Examination	3	5	10	5	2	2
Pay (Including Overtime)	20	58	61	67	71	17
Promotion/Non-Selection	36	42	44	32	46	8
Reassignment						
Denied	17	18	29	27	14	4
Directed	14	4	6	8	4	1
Reasonable Accommodation	78	78	70	85	64	20
Reinstatement	3	8	8	2	3	0
Retirement	1	4	2	1	1	0
Termination	38	80	74	68	49	8
Terms/Conditions of Employment	89	106	155	129	157	8
Time and Attendance	56	55	68	81	82	16
Training	2	10	14	16	4	3
Other	0	0	35	35	35	6

Processing Time (29 CFR 1614.704(f))	С	FY 2009 Thru				
The average length of time it has taken an agency to complete,		Previou	us Fiscal Ye	ear 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	363.91	253.04	118.43	106.94	104.87	105.47
Average number of days in final action stage	200.49	103.48	73.86	74.45	72.32	65.76
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	339.43	213.51	119.27	105.24	105.17	107.39
Average number of days in final action stage	72.69	31.83	16.84	9.57	10.97	14.61
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	376.38	273.61	117.95	107.57	104.65	104.14
Average number of days in final action stage	316.72	168.35	123.04	142.01	123.66	152.17

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)	281	296	265	155	253	62		
Average days pending prior to dismissal	111.35	111.4	44.65	15.55	22.43	22.47		
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))								
Total complaints withdrawn by complainants	91	83	65	57	52	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	2004	FY 2	2005	FY 2	2006	FY 2	2007	FY 2	2008				
	#	%	#	%	#	%	#	%	#	%	#	%		
Total number of findings	4		8		8		8		14		8			
Total without a hearing	1	25	0	0	0	0	0	0	0	0	0	0		
Total with a hearing	3	75	8	100	8	100	8	100	14	100	8	100		

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))			Cor	nparativ	e Data	(29 CFF	R 1614.7	705)			FY 2009 T 12/31/20		
Note: Complaints can be filed alleging multiple				Previo	ous Fise	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 number of findings	4		8		8		8		14		8		
Race	1	25.0	0	0	0	0	2	25.0	2	14.3	2	25	
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	25.0	4	50	4	50	2	25.0	8	57.1	4	50	
Sex	0	0	2	25.0	1	12.5	1	12.5	2	14.3	1	12.5	
National Origin	0	0	0	0	0	0	1	12.5	1	7.1	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	1	12.5	2	25.0	2	14.3	0	0	
Disability	3	75.0	5	62.5	4	50	3	37.5	12	85.7	4	50	
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Findings after a hearing													
Race	0	0	0	0	0	0	2	100	2	100	2	100	
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	4	100	4	100	2	100	8	100	4	100	
Sex	0	0	2	100	1	100	1	100	2	100	1	100	
National Origin	0	0	0	0	0	0	1	100	1	100	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	1	100	2	100	2	100	0	0	
Disability	3	100	5	100	4	100	3	100	12	100	4	100	
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0	
Findings without 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	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)				09 Thru I/2008		
Note: Complaints can be filed alleging multiple				Previo	ous Fise	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				
total complaints and infaings.	#	%	#	%	#	%	#	%	#	%	#	%		
Total number of findings	4		8		8		8		14		8			
Appointment/Hire	1	25.0	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	2	14.3	0	0		
Suspension	0	0	3	37.5	0	0	0	0	0	0	0	0		
Removal	0	0	0	0	1	12.5	1	12.5	2	14.3	0	0		
Other	0	0	0	0	0	0	1	12.5	0	0	1	12.5		
Duty Hours	0	0	1	12.5	0	0	0	0	3	21.4	0	0		
Evaluation/Appraisal	0	0	0	0	0	0	0	0	1	7.1	0	0		
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0		
Harassment														
Non-Sexual	0	0	2	25.0	2	25.0	0	0	3	21.4	4	50		
Sexual	0	0	2	25.0	1	12.5	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	0	0	1	7.1	0	0		
Promotion/Non-Selection	0	0	1	12.5	0	0	1	12.5	0	0	0	0		
Reassignment														
Denied	0	0	0	0	1	12.5	0	0	0	0	2	25		
Directed	0	0	0	0	0	0	0	0	0	0	0	0		
Reasonable Accommodation	3	75.0	2	25.0	2	25.0	0	0	1	7.1	3	37.5		
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	25.0	2	14.3	0	0		
Terms/Conditions of Employment	0	0	1	12.5	0	0	1	12.5	2	14.3	2	25		
Time and Attendance	0	0	2	25.0	0	0	0	0	0	0	0	0		
Training	0	0	0	0	0	0	0	0	0	0	1	12.5		
Other	0	0	0	0	1	12.5	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	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	2	100	0	0		
Suspension	0	0	3	100	0	0	0	0	0	0	0	0		
Removal	0	0	0	0	1	100	1	100	2	100	0	0		
Other	0	0	0	0	0	0	1	100	0	0	1	100		
Duty Hours	0	0	1	100	0	0	0	0	3	100	0	0		
Evaluation/Appraisal	0	0	0	0	0	0	0	0	1	100	0	0		

Examination/Test	0	0	0	o	0	0	0	0	0	0	0	0
Harassment	1											
Non-Sexual	0	0	2	100	2	100	0	0	3	100	4	100
Sexual	0	0	2	100	1	100	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	0	0	1	100	0	0
Promotion/Non-Selection	0	0	1	100	0	0	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	100	0	0	0	0	2	100
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	3	100	2	100	2	100	0	0	1	100	3	100
Reinstatement	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	2	100	0	0
Terms/Conditions of Employment	0	0	1	100	0	0	1	100	2	100	2	100
Time and Attendance	0	0	2	100	0		0	0	0	0		0
Training	0	0	0	0	0	0	0	0	0	0		100
Other	0	0	0	0	1	100	1	100	0	0		0
Findings without a hearing												, j
Appointment/Hire	1	100	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	ļ	0
Awards	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											<u> </u>	
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	Ļ	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												
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
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
Reasonable Accommodation	0	0	0	0	0		0	0	0	0	ļ	0
Reinstatement	0	0	0	0	0		0	0	0	0		
Retirement	0	0	0	0	0		0	0	0	0		Į
Termination	0	0	0	0	0		0	0	0	0		
Terms/Conditions of Employment	0	0	0	0	0		0	0	0	0	Ļ	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
Other	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	12/31/2000
Total complaints from previous Fiscal Years	1115	795	823	634	609	581
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	536
Number of Complaints Pending						
Investigation	N/A	N/A	17	11	2	100
Hearing	N/A	N/A	214	198	217	315
Final Action	N/A	N/A	11	15	20	46
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	151	205

Complaint Investigations (29 CFR 1614.704(m)))	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	163	7	5	2	3	2			