

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 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Number of Complaints Filed	8025	6926	6183	6096	6133	1426
Number of Complainants	7179	6218	5592	5727	5684	1416
Repeat Filers	618	586	437	323	380	8

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	3039	2691	2353	2243	2245	500
Color	835	839	811	836	846	166
Religion	301	312	259	264	261	60
Reprisal	2857	2875	2651	2684	2944	687
Sex	3520	3057	2692	2577	2621	607
National Origin	867	783	738	608	542	115
Equal Pay Act	17	7	3	3	0	0
Age	2116	1857	1721	1851	1878	429
Disability	3173	2837	2541	2644	2568	656
Non-EEO	345	243	166	133	93	27

277Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	122	129	110	85	109	14
Assignment of Duties	454	610	545	506	449	85
Awards	40	29	21	18	26	2
Conversion to Full Time	34	31	25	14	16	2
Disciplinary Action						
Demotion	19	10	12	16	16	6
Reprimand	668	593	582	550	650	151
Suspension	518	618	645	592	632	133
Removal	485	453	471	461	589	138
Other	225	257	269	216	189	77
Duty Hours	563	429	434	369	458	94
Evaluation/Appraisal	62	69	72	83	67	7
Examination/Test	37	28	27	20	17	4

Harassment						
Non-Sexual	1678	1649	1546	1723	1517	399
Sexual	244	223	153	176	190	47
Medical Examination	66	55	58	55	68	13
Pay (Including Overtime)	350	655	596	591	669	123
Promotion/Non-Selection	381	367	270	271	313	66
Reassignment						
Denied	296	291	243	213	171	48
Directed	122	97	79	97	93	36
Reasonable Accommodation	551	505	475	535	533	145
Reinstatement	43	39	40	24	26	8
Retirement	28	28	23	19	22	5
Termination	466	600	526	452	402	95
Terms/Conditions of Employment	1275	1244	1446	1314	1789	309
Time and Attendance	118	714	665	682	646	151
Training	140	145	124	113	88	33
Other	641	159	264	277	264	76

Processing Time (29 CFR 1614.704(f))	Comparative Data (29 CFR 1614.705)										FY 2009 Thru 12/31/2008	
	Previous Fiscal Year Data											
	FY 2004		FY 2005		FY 2006		FY 2007		FY 2008			
<i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>												
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))												
Average number of days in investigation stage	334.56		223.14		106.26		105.42		104.33		N/A	
Average number of days in final action stage	160.26		88.48		68.28		78.68		79.09		N/A	
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	308.02		216.90		104.87		99.24		104.62		1099.05	
Average number of days in final action stage	46.38		43.90		14.43		26.27		15.95		157.13	
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	354.33		227.71		107.00		106.79		104.10		1103.31	
Average number of days in final action stage	272.65		126.37		123.99		125.30		132.50		1467.93	

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2009 Thru 12/31/2008	
	Previous Fiscal Year Data											
	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)	2779		2597		2305		1185		2224		638	
Average days pending prior to dismissal	75.79		47.03		35.99		24.68		25.74		34.99	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	1071		832		492		488		468		84	

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	
	Previous Fiscal Year Data											
	FY 2004		FY 2005		FY 2006		FY 2007		FY 2008			
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	96		118		82		65		79		29	
Total without a hearing	1	1.0	1	0.8	0	0	0	0	0	0	0	0
Total with a hearing	95	99.0	117	99.2	82	100	65	100	79	100	29	100

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2009 Thru 12/31/2008	
	Previous Fiscal Year Data											
	FY 2004		FY 2005		FY 2006		FY 2007		FY 2008			
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	96		118		82		65		79		29	
Race	24	25	20	17	19	23	16	25	11	13.9	6	21
Color	4	4	3	3	3	4	2	3	4	5.1	1	3.4
Religion	4	4	3	3	4	5	4	6	3	3.8	0	0
Reprisal	26	27	60	51	36	44	25	39	53	67.1	18	62
Sex	22	23	30	25	15	18	15	23	10	12.7	5	17.2
National Origin	1	1	1	1	4	5	4	6	4	5.1	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	4	4	9	8	7	9	4	6	4	5.1	2	7

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))	Comparative Data (29 CFR 1614.705)										FY 2009 Thru 12/31/2008	
	Previous Fiscal Year Data											
	FY 2004		FY 2005		FY 2006		FY 2007		FY 2008		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	96		118		82		65		79		29	
Appointment/Hire	5	4	0	0	1	1	1	2	0	0	0	0
Assignment of Duties	6	6	8	7	4	5	3	5	1	1.3	2	7
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	1	1	0	0	0	0	0	0	0	0	0	0
Reprimand	2	2	9	8	1	1	3	5	2	2.6	0	0
Suspension	6	6	11	9	6	7	1	2	4	5.1	0	0
Removal	4	4	3	3	10	12	3	5	7	8.9	3	10.3
Other	0	0	5	4	0	0	4	6	5	6.3	1	3.4
Duty Hours	3	3	7	6	5	6	4	6	5	6.3	3	10.3
Evaluation/Appraisal	0	0	0	0	2	2	0	0	1	1.3	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	12	13	17	14	19	23	6	9	12	15.2	12	41.4
Sexual	7	7	12	10	2	2	3	5	2	2.6	0	0
Medical Examination	1	1	0	0	1	1	1	2	2	2.6	0	0
Pay Including Overtime	4	4	5	4	2	2	3	5	6	7.6	2	7
Promotion/Non-Selection	5	5	10	9	5	6	5	8	9	11.4	0	0
Reassignment												
Denied	3	3	3	3	4	5	3	5	0	0	2	7
Directed	2	2	1	1	2	2	2	3	1	1.3	0	0
Reasonable Accommodation	18	19	14	12	23	28	12	19	15	19	10	34.4
Reinstatement	0	0	0	0	0	0	0	0	1	1.3	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	5	5	8	7	2	2	9	14	2	2.6	0	0
Terms/Conditions of Employment	7	7	32	26	5	6	2	3	14	17.7	7	24.1
Time and Attendance	5	5	8	7	4	5	1	2	3	3.8	0	0
Training	1	1	9	8	0	0	0	0	0	0	1	3.4
Other	5	5	8	7	6	7	5	8	4	5.1	1	3.4
Findings after a hearing												
Appointment/Hire	4	80	0	0	1	100	1	100	0	0	0	0
Assignment of Duties	6	100	8	100	4	100	3	100	1	100	2	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	1	100	0	0	0	0	0	0	0	0	0	0
Reprimand	2	100	9	100	1	100	3	100	2	100	0	0
Suspension	6	100	11	100	6	100	1	100	4	100	0	0
Removal	4	100	3	100	10	100	3	100	7	100	3	100
Other	0	0	5	100	0	0	4	100	5	100	1	100
Duty Hours	3	100	7	100	5	100	4	100	5	100	3	100
Evaluation/Appraisal	0	0	0	0	2	100	0	0	1	100	0	0

Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Total complaints from previous Fiscal Years	13245	9067	5898	4535	4840	5008
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	4551
Number of Complaints Pending						
Investigation	N/A	N/A	79	42	17	840
Hearing	N/A	N/A	1209	1342	1762	2742
Final Action	N/A	N/A	183	160	97	343
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	1236	1743

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Pending Complaints Where Investigation Exceeds Required Time Frames	1643	42	33	15	12	8