

**Great Lakes 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 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	1061	900	700	629	649	171
Number of Complainants	985	797	624	594	608	170
Repeat Filers	N/A	N/A	N/A	32	33	1

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	420	371	265	235	252	62
Color	54	73	62	78	82	8
Religion	67	36	24	26	17	3
Reprisal	324	389	295	279	311	87
Sex	435	389	328	262	275	70
National Origin	60	39	41	23	25	3
Equal Pay Act	0	2	0	0	0	0
Age	238	187	175	162	181	43
Disability	410	379	280	283	291	126
Non-EEO	N/A	N/A	N/A	13	13	6

Complaints 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	20	21	16	10	7	4
Assignment of Duties	73	91	74	72	59	8
Awards	4	5	1	2	4	0
Conversion to Full Time	3	6	3	1	0	1
Disciplinary Action						
Demotion	3	2	1	2	2	1
Reprimand	19	61	71	48	64	17
Suspension	120	103	98	58	55	17
Removal	66	94	70	80	95	28
Other	0	0	0	31	23	6
Duty Hours	44	49	38	25	73	19
Evaluation/Appraisal	8	6	6	1	7	2
Examination/Test	3	3	3	2	3	2
Harassment						
Non-Sexual	245	228	195	221	107	27
Sexual	30	25	19	17	24	6
Medical Examination	5	7	5	8	6	1
Pay (Including Overtime)	35	98	38	47	89	16
Promotion/Non-Selection	42	46	30	33	33	9
Reassignment						
Denied	26	19	20	12	11	4
Directed	16	10	3	7	6	5
Reasonable Accommodation	78	74	52	54	45	9
Reinstatement	9	7	5	3	3	1
Retirement	1	8	3	2	4	1
Termination	64	66	64	33	48	10
Terms/Conditions of Employment	137	167	120	119	220	54
Time and Attendance	65	91	69	52	67	16
Training	6	16	16	10	15	8
Other	0	35	28	20	20	6

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	447.91	260.56	89.69	103.03	104.14	102.2
Average number of days in final action stage	147.64	85.62	94.52	86.64	87.66	85.27
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	404.89	243.20	75.90	75.12	109.21	100.77
Average number of days in final action stage	21.93	19.34	8.83	18.42	17.66	41.14
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	465.91	267.11	95.18	110.45	100.25	103.04
Average number of days in final action stage	214.09	121.97	170.36	133.65	126.03	130.66

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)	320	414	365	133	247	48
Average days pending prior to dismissal	81.11	18.39	40.84	19.58	24.85	25.21
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	169	108	51	51	39	11

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	12		6		12		8		11		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	12	100	6	100	12	100	8	100	11	100	2	100







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	1586	1328	719	408	463	486
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	451
<b>Number of Complaints Pending</b>						
Investigation	N/A	N/A	10	9	3	103
Hearing	N/A	N/A	92	106	156	253
Final Action	N/A	N/A	21	17	10	34
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	140	179

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	256	2	3	1	1	1