

**Eastern 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 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	1220	1055	752	691	748	169
Number of Complainants	1072	911	668	634	700	168
Repeat Filers	N/A	N/A	N/A	47	37	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	358	413	308	276	291	71
Color	80	89	72	63	89	22
Religion	53	32	21	22	24	6
Reprisal	367	378	294	275	316	71
Sex	435	449	337	326	312	73
National Origin	37	41	39	38	41	8
Equal Pay Act	0	1	1	1	0	0
Age	303	251	207	196	228	43
Disability	398	362	299	273	288	60
Non-EEO	N/A	N/A	N/A	19	7	3

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	19	14	8	9	16	1
Assignment of Duties	75	73	64	58	49	12
Awards	2	2	3	2	3	0
Conversion to Full Time	5	2	1	2	2	0
Disciplinary Action						
Demotion	2	2	1	4	2	1
Reprimand	28	80	69	70	78	19
Suspension	54	58	33	90	67	15
Removal	67	86	82	42	54	10
Other	0	0	0	22	20	7
Duty Hours	62	86	54	33	50	13
Evaluation/Appraisal	7	7	6	5	9	0
Examination/Test	5	4	7	2	2	0
Harassment						
Non-Sexual	222	205	142	121	125	34
Sexual	23	30	21	23	19	5
Medical Examination	3	10	4	3	10	0
Pay (Including Overtime)	41	74	81	74	73	16
Promotion/Non-Selection	52	45	22	19	34	6
Reassignment						
Denied	46	48	41	17	18	2
Directed	20	15	3	9	12	2
Reasonable Accommodation	54	36	33	33	47	13
Reinstatement	2	3	5	2	4	1
Retirement	3	1	3	1	3	2
Termination	86	115	79	50	65	15
Terms/Conditions of Employment	141	159	201	205	283	56
Time and Attendance	59	73	69	81	69	18
Training	4	17	25	10	13	4
Other	0	27	25	29	23	8

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	243.54	176.58	109.20	106.68	101.79	115.04
Average number of days in final action stage	96.73	56.17	51.72	64.31	86.96	96.05
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	247.29	160.14	106.42	115.04	101.01	114.21
Average number of days in final action stage	52.25	23.57	7.54	11.69	8.60	4.90
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	239.84	186.37	110.84	104.90	102.35	115.53
Average number of days in final action stage	158.55	81.59	91.20	114.96	134.84	182.76

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)	413	403	287	130	246	73
Average days pending prior to dismissal	55.42	38.46	26.86	17.62	21.48	25.22
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))					>	
Total complaints withdrawn by complainants	130	90	59	72	60	14

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)	413	403	287	130	246	73
Average days pending prior to dismissal	55.42	38.46	26.86	17.62	21.48	25.22
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	130	90	59	72	60	14

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	19		20		8		3		11		11	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	19	100	20	100	8	100	3	100	11	100	11	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	19		20		4		3		11		0	
Race	2	10.5	3	15.0	2	50	2	66.6	0	00	0	0
Color	1	5.3	0	0	0	0	0	0	0	00	0	0
Religion	0	0	0	0	1	25.0	0	0	0	00	0	0
Reprisal	5	26.3	6	30	2	50	0	0	4	36.4	0	0
Sex	4	21.1	7	35.0	1	25.0	1	33.3	4	36.4	0	0
National Origin	0	0	1	5.0	0	0	0	0	1	9.1	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	00	0	0
Age	1	5.3	4	20	2	50	0	0	0	00	0	0
Disability	11	57.9	7	35.0	0	0	0	0	4	36.4	0	0
Non EEO	0	0	0	0	0	0	0	0	0	00	0	0
Findings after a hearing												
Race	2	100	3	100	2	100	2	100	0	00	0	0
Color	1	100	0	0	0	0	0	0	0	00	0	0
Religion	0	0	0	0	1	100	0	0	0	00	0	0
Reprisal	5	100	6	100	2	100	0	0	4	100	0	0
Sex	4	100	7	100	1	100	1	100	4	100	0	0
National Origin	0	0	1	100	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	00	0	0
Age	1	100	4	100	2	100	0	0	0	00	0	0
Disability	11	100	7	100	0	0	0	0	4	100	0	0
Non EEO	0	0	0	0	0	0	0	0	0	00	0	0
Findings without a hearing												
Race	0	0	0	0	0	0	0	0	0	00	0	0
Color	0	0	0	0	0	0	0	0	0	00	0	0
Religion	0	0	0	0	0	0	0	0	0	00	0	0
Reprisal	0	0	0	0	0	0	0	0	0	00	0	0
Sex	0	0	0	0	0	0	0	0	0	00	0	0
National Origin	0	0	0	0	0	0	0	0	0	00	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	00	0	0
Age	0	0	0	0	0	0	0	0	0	00	0	0
Disability	0	0	0	0	0	0	0	0	0	00	0	0
Non EEO	0	0	0	0	0	0	0	0	0	00	0	0

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	19		20		4		3		11		0	
Appointment/Hire	1	5.3	0	0	0	0	0	0	0	00	0	0
Assignment of Duties	0	0	2	10	0	0	0	0	0	00	0	0
Awards	0	0	0	0	0	0	0	0	0	00	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	00	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	00	0	0
Reprimand	0	0	0	0	0	0	0	0	0	00	0	0
Suspension	2	10.5	1	5.0	1	25.0	0	0	0	00	0	0
Removal	2	10.5	0	0	0	0	0	0	0	00	0	0
Other	0	0	1	5.0	0	0	1	33.3	0	00	0	0
Duty Hours	2	10.5	0	0	1	25.0	0	0	0	00	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	00	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	00	0	0
Harassment												
Non-Sexual	1	5.3	3	15.0	1	25.0	0	0	2	18.2	0	0
Sexual	1	5.3	1	5.0	0	0	0	0	1	9.1	0	0
Medical Examination	1	5.3	0	0	0	0	0	0	0	00	0	0
Pay Including Overtime	1	5.3	0	0	0	0	0	0	0	00	0	0
Promotion/Non-Selection	1	5.3	5	25.0	1	25.0	0	0	2	18.2	0	0
Reassignment												
Denied	0	0	2	10	0	0	0	0	0	00	0	0
Directed	0	0	0	0	0	0	0	0	0	00	0	0
Reasonable Accommodation	5	26.3	3	15.0	0	0	1	33.3	2	18.2	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	00	0	0
Retirement	0	0	0	0	0	0	0	0	0	00	0	0
Termination	1	5.3	1	5.0	0	0	1	33.3	0	00	0	0
Terms/Conditions of Employment	1	5.3	3	15.0	0	0	0	0	4	36.4	0	0
Time and Attendance	2	10.5	0	0	0	0	0	0	1	9.1	0	0
Training	0	0	2	10	0	0	0	0	0	00	0	0
Other	0	0	0	0	1	25.0	0	0	1	9.1	0	0
Findings after a hearing												
Appointment/Hire	1	100	0	0	0	0	0	0	0	00	0	0
Assignment of Duties	0	0	2	100	0	0	0	0	0	00	0	0
Awards	0	0	0	0	0	0	0	0	0	00	0	0
Conversion to Full Time	0	0	0	0	0	0	0	0	0	00	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	00	0	0
Reprimand	0	0	0	0	0	0	0	0	0	00	0	0
Suspension	2	100	1	100	1	100	0	0	0	00	0	0
Removal	2	100	0	0	0	0	0	0	0	00	0	0
Other	0	0	1	100	0	0	0	0	0	00	0	0
Duty Hours	2	100	0	0	1	100	1	100	0	00	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	00	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	1213	1078	581	540	534	614
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	551
Number of Complaints Pending						
Investigation	N/A	N/A	6	4	2	86
Hearing	N/A	N/A	142	141	231	362
Final Action	N/A	N/A	25	17	7	69
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	N/A	172

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	112	1	0	1	0	1

