

**Northeast 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: June 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<br>Thru<br>12/31/2008 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
|   | Previous Fiscal Year Data          |         |         |         |         |                               |
|   | FY 2004                            | FY 2005 | FY 2006 | FY 2007 | FY 2008 |                               |
| Number of Complaints Filed                            | 413                                | 336     | 366     | 297     | 304     | 54                            |
| Number of Complainants                                | 368                                | 315     | 334     | 278     | 284     | 54                            |
| Repeat Filers   | N/A                                | N/A     | N/A     | 11      | 16      | 0                             |

| Complaints by Basis (29 CFR 1614.704(d))   | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2009<br>Thru<br>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   | 92                                 | 74      | 79      | 62      | 58      | 11                            |
| Color  | 19                                 | 20      | 34      | 26      | 22      | 2                             |
| Religion   | 61                                 | 13      | 14      | 9       | 7       | 4                             |
| Reprisal   | 191                                | 146     | 155     | 145     | 155     | 24                            |
| Sex  | 138                                | 132     | 134     | 124     | 130     | 17                            |
| National Origin  | 31                                 | 27      | 15      | 21      | 19      | 4                             |
| Equal Pay Act  | 4                                  | 1       | 0       | 0       | 0       | 0                             |
| Age  | 82                                 | 97      | 95      | 83      | 87      | 16                            |
| Disability   | 197                                | 175     | 199     | 154     | 142     | 35                            |
| Non-EEO  | N/A                                | N/A     | N/A     | 6       | 6       | 0                             |

| Complaints by Issue (29 CFR 1614.704(e))   | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2009<br>Thru<br>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   | 5                                  | 8       | 9       | 6       | 5       | 0                             |
| Assignment of Duties   | 12                                 | 34      | 41      | 36      | 14      | 7                             |
| Awards   | 1                                  | 0       | 2       | 1       | 0       | 0                             |
| Conversion to Full Time  | 4                                  | 1       | 2       | 2       | 0       | 0                             |
| Disciplinary Action  |                                    |         |         |         |         |                               |
| Demotion   | 3                                  | 2       | 1       | 0       | 3       | 0                             |
| Reprimand  | 19                                 | 32      | 46      | 33      | 37      | 6                             |
| Suspension   | 32                                 | 29      | 30      | 43      | 46      | 4                             |
| Removal  | 50                                 | 39      | 52      | 33      | 33      | 3                             |
| Other  | 0                                  | 0       | 0       | 14      | 7       | 6                             |
| Duty Hours   | 45                                 | 30      | 40      | 34      | 28      | 5                             |
| Evaluation/Appraisal   | 4                                  | 2       | 5       | 6       | 2       | 1                             |
| Examination/Test   | 2                                  | 2       | 2       | 2       | 2       | 0                             |
| Harassment   |                                    |         |         |         |         |                               |
| Non-Sexual   | 153                                | 118     | 119     | 104     | 110     | 23                            |
| Sexual   | 15                                 | 11      | 12      | 9       | 16      | 3                             |
| Medical Examination  | 14                                 | 7       | 7       | 7       | 5       | 2                             |
| Pay (Including Overtime)   | 39                                 | 28      | 35      | 40      | 32      | 9                             |
| Promotion/Non-Selection  | 16                                 | 16      | 10      | 12      | 10      | 1                             |
| Reassignment   |                                    |         |         |         |         |                               |
| Denied   | 26                                 | 25      | 16      | 14      | 15      | 4                             |
| Directed   | 3                                  | 6       | 7       | 1       | 4       | 1                             |
| Reasonable Accommodation   | 61                                 | 44      | 57      | 32      | 29      | 8                             |
| Reinstatement  | 5                                  | 1       | 1       | 0       | 1       | 2                             |
| Retirement   | 4                                  | 0       | 2       | 2       | 1       | 0                             |
| Termination  | 20                                 | 27      | 38      | 18      | 24      | 4                             |
| Terms/Conditions of Employment   | 43                                 | 48      | 55      | 55      | 75      | 8                             |
| Time and Attendance  | 50                                 | 58      | 55      | 47      | 41      | 6                             |
| Training   | 0                                  | 13      | 4       | 10      | 8       | 1                             |
| Other  | 0                                  | 30      | 26      | 17      | 15      | 6                             |

| Processing Time (29 CFR 1614.704(f))  | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2009<br>Thru<br>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   | 477.88                             | 281.19  | 94.67   | 100.80  | 100.89  | 117.50                        |
| Average number of days in final action stage  | 61.99                              | 52.50   | 42.98   | 60.79   | 78.33   | 50.12                         |
| 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   | 460.81                             | 293.37  | 95.68   | 100.45  | 100.51  | 118.58                        |
| Average number of days in final action stage  | 34.92                              | 9.44    | 2.68    | 12.93   | 25.18   | 8.00                          |
| 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 | 494.19 | 271.86 | 93.96 | 100.91 | 101.20 | 116.82 |
| Average number of days in final action stage  | 105.83 | 103.30 | 95.54 | 109.65 | 150.40 | 95.75  |

| Complaints Dismissed by Agency (29 CFR 1614.704(g))  | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2009<br>Thru<br>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)<br>(prior to a request for a hearing) | 132                                | 108     | 91      | 50      | 110     | 34                            |
| Average days pending prior to dismissal  | 109.51                             | 39.99   | 19.38   | 19.32   | 24.18   | 42                            |
| <b>Complaints Withdrawn by Complainants (29 CFR 1614.704(h))</b>                             |                                    |         |         |         |         |                               |
| Total complaints withdrawn by complainants   | 78                                 | 51      | 29      | 35      | 19      | 4                             |

| Total Final Actions Involving a Finding of<br>Discrimination (29 CFR 1614.704(i)) | Comparative Data (29 CFR 1614.705) |     |         |     |         |   |         |     |         |     | FY 2009 Thru<br>12/31/2008 |     |
|---|------------------------------------|-----|---------|-----|---------|---|---------|-----|---------|-----|----------------------------|-----|
|   | Previous Fiscal Year Data          |     |         |     |         |   |         |     |         |     |                            |     |
|   | FY 2004                            |     | FY 2005 |     | FY 2006 |   | FY 2007 |     | FY 2008 |     | #                          | %   |
|   | #                                  | %   | #       | %   | #       | % | #       | %   | #       | %   |                            |     |
| Total number of findings  | 4                                  |     | 8       |     | 0       |   | 1       |     | 2       |     | 1                          |     |
| Total without a hearing   | 0                                  | 0   | 0       | 0   | 0       | 0 | 0       | 0   | 0       | 0   | 0                          | 0   |
| Total with a hearing  | 4                                  | 100 | 8       | 100 | 0       | 0 | 1       | 100 | 2       | 100 | 1                          | 100 |







| Pending Complaints Filed in Previous Fiscal Years by Status<br>(29 CFR 1614.704(l)) | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2009<br>Thru<br>12/31/2008 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
|   | Previous Fiscal Year Data          |         |         |         |         |                               |
|   | FY 2004                            | FY 2005 | FY 2006 | FY 2007 | FY 2008 |                               |
| Total complaints from previous Fiscal Years   | 586                                | 520     | 267     | 279     | 235     | 290                           |
| Total complainants from previous Fiscal Years                                       | N/A                                | N/A     | N/A     | N/A     | N/A     | 266                           |
| <b>Number of Complaints Pending</b>   |                                    |         |         |         |         |                               |
| Investigation   | N/A                                | N/A     | 2       | 3       | 0       | 41                            |
| Hearing   | N/A                                | N/A     | 66      | 68      | 67      | 103                           |
| Final Action  | N/A                                | N/A     | 11      | 12      | 1       | 18                            |
| Appeal with EEOC Office of Federal Operations                                       | N/A                                | N/A     | N/A     | N/A     | 52      | 77                            |

| Complaint Investigations (29 CFR 1614.704(m))                       | Comparative Data (29 CFR 1614.705) |         |         |         |         | FY 2009<br>Thru<br>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 | 153                                | 2       | 1       | 2       | 0       | 0                             |



