

**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: December 31, 2012

N/A means Data Not Available

| Complaint Activity (29 CFR 1614.704(a), (b), and (c)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2013 Thru 12/31/2012 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | |
| Number of Complaints Filed | 649 | 594 | 655 | 609 | 517 | 137 |
| Number of Complainants | 608 | 551 | 589 | 563 | 494 | 135 |
| Repeat Filers | 33 | 36 | 39 | 31 | 22 | 1 |

| Complaints by Basis (29 CFR 1614.704(d)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2013 Thru 12/31/2012 |
|--|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 252 | 221 | 227 | 207 | 225 | 58 |
| Color | 82 | 40 | 81 | 68 | 71 | 22 |
| Religion | 17 | 11 | 20 | 19 | 19 | 10 |
| Reprisal | 311 | 304 | 327 | 265 | 245 | 65 |
| Sex | 275 | 245 | 262 | 250 | 208 | 52 |
| PDA | 0 | 0 | 0 | 0 | 3 | 1 |
| National Origin | 25 | 20 | 26 | 22 | 28 | 5 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 181 | 164 | 184 | 155 | 167 | 38 |
| Disability | 291 | 260 | 262 | 223 | 227 | 44 |
| Genetic Information | N/A | N/A | N/A | 0 | 0 | 0 |
| Non-EEO | 13 | 11 | 9 | 8 | 4 | 2 |

| Complaints by Issue (29 CFR 1614.704(e)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2013 Thru 12/31/2012 |
|--|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | |
| <i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i> | | | | | | |
| Appointment/Hire | 7 | 5 | 7 | 14 | 5 | 3 |
| Assignment of Duties | 59 | 43 | 45 | 59 | 37 | 6 |
| Awards | 4 | 1 | 2 | 0 | 1 | 0 |
| Conversion to Full Time | 0 | 8 | 0 | 0 | 2 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 2 | 5 | 1 | 2 | 1 | 0 |
| Reprimand | 64 | 68 | 58 | 56 | 65 | 16 |
| Suspension | 55 | 52 | 63 | 62 | 52 | 18 |
| Removal | 95 | 103 | 73 | 85 | 99 | 18 |
| Other | 23 | 25 | 34 | 40 | 46 | 12 |
| Duty Hours | 73 | 75 | 69 | 60 | 49 | 6 |
| Evaluation/Appraisal | 7 | 12 | 7 | 1 | 2 | 0 |
| Examination/Test | 3 | 3 | 0 | 4 | 4 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 107 | 110 | 217 | 178 | 133 | 33 |
| Sexual | 24 | 21 | 14 | 12 | 8 | 6 |
| Medical Examination | 6 | 3 | 3 | 7 | 2 | 2 |
| Pay (Including Overtime) | 89 | 75 | 61 | 73 | 62 | 16 |
| Promotion/Non-Selection | 33 | 20 | 35 | 7 | 17 | 5 |
| Reassignment | | | | | | |
| Denied | 11 | 17 | 9 | 11 | 8 | 7 |
| Directed | 6 | 17 | 19 | 18 | 12 | 2 |
| Reasonable Accommodation | 45 | 75 | 87 | 74 | 68 | 20 |
| Reinstatement | 3 | 1 | 4 | 2 | 3 | 0 |
| Retirement | 4 | 13 | 5 | 2 | 2 | 0 |
| Termination | 48 | 19 | 25 | 33 | 19 | 7 |
| Terms/Conditions of Employment | 220 | 185 | 129 | 154 | 154 | 36 |
| Time and Attendance | 67 | 70 | 86 | 76 | 66 | 16 |
| Training | 15 | 15 | 16 | 12 | 6 | 3 |
| Other | 20 | 20 | 14 | 34 | 22 | 9 |

| Processing Time (29 CFR 1614.704(f)) <i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i> | Comparative Data (29 CFR 1614.705) | | | | | FY 2013 Thru 12/31/2012 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | |
| Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1)) | | | | | | |
| Average number of days in investigation stage | 104.14 | 105.33 | 110.59 | 106.17 | 113.95 | 130.03 |
| Average number of days in final action stage | 87.66 | 103.22 | 90.41 | 128.34 | 39.78 | 29.16 |
| 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 | 109.21 | 105.22 | 110.02 | 106.20 | 114.32 | 131.56 |
| Average number of days in final action stage | 17.66 | 21.38 | 10.68 | 11.43 | 26.23 | 14.09 |
| 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 | 100.25 | 105.41 | 111.01 | 106.16 | 113.15 | 128.23 |
| Average number of days in final action stage | 126.03 | 156.23 | 143.80 | 188.49 | 52.47 | 43.80 |

| Complaints Dismissed by Agency (29 CFR 1614.704(g)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2013 Thru 12/31/2012 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | |
| Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing) | 247 | 228 | 272 | 264 | 190 | 33 |
| Average days pending prior to dismissal | 24.85 | 26.12 | 22.94 | 34.16 | 34.14 | 27.84 |
| Complaints Withdrawn by Complainants (29 CFR 1614.704(h)) | | | | | | |
| Total complaints withdrawn by complainants | 39 | 38 | 34 | 35 | 32 | 8 |

| Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i)) | Comparative Data (29 CFR 1614.705) | | | | | | | | | | FY 2013 Thru 12/31/2012 | |
|--|------------------------------------|-----|---------|-----|---------|-----|---------|-----|---------|-----|----------------------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | FY 2008 | | FY 2009 | | FY 2010 | | FY 2011 | | FY 2012 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total number of findings | 11 | | 7 | | 10 | | 10 | | 14 | | 4 | |
| Total without a hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total with a hearing | 11 | 100 | 7 | 100 | 10 | 100 | 10 | 100 | 14 | 100 | 4 | 100 |

| Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k)) | Comparative Data (29 CFR 1614.705) | | | | | | | | | | FY 2013 Thru 12/31/2012 | |
|--|------------------------------------|------|---------|------|---------|-----|---------|-----|---------|------|-------------------------|------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | FY 2008 | | FY 2009 | | FY 2010 | | FY 2011 | | FY 2012 | | | |
| # | % | # | % | # | % | # | % | # | % | | | |
| Total number of findings | 11 | | 7 | | 10 | | 10 | | 14 | | 4 | |
| Appointment/Hire | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Assignment of Duties | 1 | 9.1 | 1 | 14.3 | 1 | 10 | 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 | 2 | 20 | 0 | 0 | 1 | 7.1 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 1 | 10 | 1 | 10 | 4 | 28.6 | 0 | 0 |
| Removal | 1 | 9.1 | 1 | 14.3 | 1 | 10 | 2 | 20 | 3 | 21.4 | 0 | 0 |
| Other | 0 | 0 | 1 | 14.3 | 1 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 1 | 14.3 | 0 | 0 | 1 | 10 | 2 | 14.3 | 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 | 4 | 36.4 | 2 | 28.6 | 1 | 10 | 0 | 0 | 5 | 35.7 | 2 | 50 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33.3 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33.3 |
| Pay Including Overtime | 4 | 36.4 | 1 | 14.3 | 1 | 10 | 1 | 10 | 0 | 0 | 0 | 0 |
| Promotion/Non-Selection | 0 | 0 | 0 | 0 | 1 | 10 | 2 | 20 | 0 | 0 | 0 | 0 |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed | 0 | 0 | 0 | 0 | 1 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation | 0 | 0 | 2 | 28.6 | 2 | 20 | 2 | 20 | 3 | 21.4 | 1 | 33.3 |
| Reinstatement | 1 | 9.1 | 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 | 0 | 0 | 0 | 0 | 1 | 33.3 |
| Terms/Conditions of Employment | 0 | 0 | 1 | 14.3 | 3 | 30 | 3 | 30 | 0 | 0 | 0 | 0 |
| Time and Attendance | 0 | 0 | 0 | 0 | 1 | 10 | 0 | 0 | 2 | 14.3 | 0 | 0 |
| Training | 0 | 0 | 1 | 14.3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10 | 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 | 1 | 100 | 1 | 100 | 1 | 100 | 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 | 2 | 100 | 0 | 0 | 1 | 100 | 0 | 0 |
| Suspension | 0 | 0 | 0 | 0 | 1 | 100 | 1 | 100 | 4 | 100 | 0 | 0 |
| Removal | 1 | 100 | 1 | 100 | 1 | 100 | 2 | 100 | 3 | 100 | 0 | 0 |
| Other | 0 | 0 | 1 | 100 | 1 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Duty Hours | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 100 | 2 | 100 | 0 | 0 |
| Evaluation/Appraisal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 4 | 100 | 2 | 100 | 1 | 100 | 0 | 0 | 5 | 100 | 2 | 100 |
| Sexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 |
| Pay Including Overtime | 4 | 100 | 1 | 100 | 1 | 100 | 1 | 100 | 0 | 0 | 0 | 0 |

| Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2013 Thru 12/31/2012 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | |
| Total complaints from previous Fiscal Years | 463 | 436 | 414 | 469 | 405 | 399 |
| Total complainants from previous Fiscal Years | N/A | N/A | N/A | 423 | 379 | 364 |
| Number of Complaints Pending | | | | | | |
| Investigation | 3 | 2 | 3 | 0 | 3 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 21 |
| Hearing | 156 | 120 | 154 | 136 | 131 | 223 |
| Final Action | 10 | 2 | 4 | 1 | 1 | 11 |
| Appeal with EEOC Office of Federal Operations | 140 | 139 | 154 | 91 | 144 | 124 |

| Complaint Investigations (29 CFR 1614.704(m)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2013 Thru 12/31/2012 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2008 | FY 2009 | FY 2010 | FY 2011 | FY 2012 | |
| Pending Complaints Where Investigation Exceeds Required Time Frames | 1 | 4 | 3 | 0 | 1 | 3 |