

**Western 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	707	655	497	555	536	136
Number of Complainants	647	612	454	514	510	134
Repeat Filers	48	37	29	36	26	2

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	215	185	158	182	213	55
Color	87	86	64	86	86	20
Religion	28	25	20	22	28	7
Reprisal	336	291	264	292	270	66
Sex	312	112	207	236	231	62
PDA	N/A	N/A	N/A	N/A	2	1
National Origin	57	160	38	47	63	16
Equal Pay Act	0	18	0	0	0	0
Age	244	41	187	206	208	56
Disability	320	296	195	231	341	60
Genetic Information	N/A	N/A	N/A	0	0	5
Non-EEO	9	46	13	7	5	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	26	7	7	9	12	3
Assignment of Duties	59	40	49	43	45	12
Awards	1	1	1	2	1	0
Conversion to Full Time	1	6	0	3	3	0
Disciplinary Action						
Demotion	2	3	2	2	2	1
Reprimand	74	68	61	67	86	19
Suspension	81	67	47	57	82	17
Removal	56	62	33	49	44	12
Other	23	30	21	25	22	3
Duty Hours	36	48	44	60	47	7
Evaluation/Appraisal	6	6	9	7	3	1
Examination/Test	3	1	5	2	2	1
Harassment						
Non-Sexual	261	247	198	219	175	47
Sexual	22	19	14	22	18	2
Medical Examination	2	13	8	4	4	1
Pay (Including Overtime)	71	78	48	59	69	8
Promotion/Non-Selection	46	16	22	17	21	8
Reassignment						
Denied	14	13	16	19	14	4
Directed	4	25	9	22	13	0
Reasonable Accommodation	64	73	73	94	79	16
Reinstatement	3	1	3	3	0	0
Retirement	1	9	12	6	4	1
Termination	49	28	11	20	28	2
Terms/Conditions of Employment	157	122	113	183	188	41
Time and Attendance	82	90	69	81	130	11
Training	4	12	17	10	9	2
Other	35	41	24	29	29	6

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	104.87	118.06	119.05	112.04	51.23	128.01
Average number of days in final action stage	72.32	73.77	117.30	165.99	30.06	40.09
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	105.17	117.90	117.69	113.77	30.28	127.98
Average number of days in final action stage	10.97	11.96	10.69	20.13	12.27	16.00
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	104.65	118.18	120.04	110.81	96.34	125.88
Average number of days in final action stage	123.66	139.80	201.01	264.90	41.30	33.42

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)	253	259	270	411	260	27
Average days pending prior to dismissal	22.43	31.19	34.55	78.98	113.50	31.96
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	52	44	34	26	23	5

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	14		12		6		8		7		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	14	100	12	100	6	100	8	100	7	100	2	100

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	609	528	499	682	452	439
Total complainants from previous Fiscal Years	N/A	N/A	N/A	614	406	392
Number of Complaints Pending						
Investigation	2	12	1	1	2	0
ROI issued, pending Complainant's action	0	3	0	0	0	25
Hearing	217	180	156	126	142	275
Final Action	20	15	10	4	1	18
Appeal with EEOC Office of Federal Operations	151	119	150	105	156	157

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	3	5	5	0	1	1