

**Capital Metro 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	523	424	454	672	559	137
Number of Complainants	494	396	429	626	538	135
Repeat Filers	26	24	21	32	24	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	243	208	235	266	270	68
Color	72	45	85	101	100	21
Religion	17	12	18	23	29	4
Reprisal	231	209	218	336	301	69
Sex	239	162	200	258	243	54
PDA	N/A	N/A	N/A	N/A	10	0
National Origin	30	19	18	43	44	4
Equal Pay Act	0	0	0	0	0	1
Age	135	112	145	202	179	39
Disability	211	186	193	268	236	42
Genetic Information	N/A	N/A	N/A	0	0	1
Non-EEO	8	14	5	15	3	0

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	5	7	7	5	8	0
Assignment of Duties	37	41	36	39	58	13
Awards	3	6	1	0	2	1
Conversion to Full Time	1	1	0	0	3	1
Disciplinary Action						
Demotion	1	1	2	3	2	0
Reprimand	49	49	51	78	73	16
Suspension	53	35	61	61	52	20
Removal	53	35	61	69	55	11
Other	22	19	27	28	37	11
Duty Hours	25	39	35	54	72	12
Evaluation/Appraisal	8	4	4	5	4	0
Examination/Test	0	3	5	2	2	0
Harassment						
Non-Sexual	155	128	131	169	166	38
Sexual	14	14	15	16	13	4
Medical Examination	4	2	3	4	5	2
Pay (Including Overtime)	55	46	30	62	78	10
Promotion/Non-Selection	23	11	15	15	21	3
Reassignment						
Denied	12	15	7	10	16	2
Directed	7	13	7	11	13	2
Reasonable Accommodation	55	59	61	107	88	13
Reinstatement	3	0	2	3	3	1
Retirement	0	2	2	5	7	0
Termination	36	14	12	16	23	11
Terms/Conditions of Employment	116	72	134	151	144	40
Time and Attendance	57	75	78	120	115	21
Training	10	6	11	12	12	5
Other	26	7	25	28	31	7

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	109.33	118.78	127.75	114.54	118.10	140.70
Average number of days in final action stage	94.36	115.92	93.43	131.66	32.55	42.06
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	109.79	118.06	128.06	113.65	119.81	144.29
Average number of days in final action stage	14.69	10.51	22.05	22.75	8.75	14.56
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	108.96	119.32	127.51	115.14	114.26	131.00
Average number of days in final action stage	154.81	196.28	189.85	226.12	72.39	28.50

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)	177	204	188	324	202	48
Average days pending prior to dismissal	32.05	44.84	33.49	36.11	38.92	41.00
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	52	32	24	38	24	6

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	2		6		12		15		6		3	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	2	100	6	100	12	100	15	100	6	100	3	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	2		6		12		15		6		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	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	1	16.7	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	16.7	0	0
Removal	0	0	1	16.7	2	16.6	0	0	1	16.7	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	2	16.6	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	33.3	3	25	1	6.7	0	0	1	33.3
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	16.7	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	3	20	0	0	0	0
Promotion/Non-Selection	1	50	0	0	0	0	0	0	1	16.7	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	2	16.6	0	0	0	0	0	0
Reasonable Accommodation	0	0	2	33.3	2	16.6	2	13.3	3	50	0	0
Reinstatement	0	0	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	1	6.7	0	0	1	33.3
Terms/Conditions of Employment	1	50	0	0	3	25	0	0	0	0	1	33.3
Time and Attendance	0	0	1	16.7	1	8.3	0	0	0	0	0	0
Training	0	0	0	0	2	16.6	0	0	0	0	0	0
Other	0	0	0	0	2	16.6	8	53.3	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	0	0	0	0	0	0	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	1	100	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	100	0	0
Removal	0	0	1	100	2	100	0	0	1	100	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	2	100	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	100	3	100	1	100	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	1	100	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	3	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	515	448	430	643	487	478
Total complainants from previous Fiscal Years	N/A	N/A	N/A	558	440	430
Number of Complaints Pending						
Investigation	1	2	5	0	4	0
ROI issued, pending Complainant's action	0	0	0	0	3	18
Hearing	187	210	204	257	170	299
Final Action	10	1	6	2	1	26
Appeal with EEOC Office of Federal Operations	134	106	129	149	213	203

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	0	1	1	0	3	0