

**Southern 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	1840	1714	1872	1378	1128	263
Number of Complainants	1697	1620	1696	1260	1055	260
Repeat Filers	122	81	114	94	65	3

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	754	659	698	528	585	135
Color	284	259	300	193	202	44
Religion	83	80	59	49	57	14
Reprisal	877	866	939	661	615	111
Sex	782	734	769	606	515	108
PDA	N/A	N/A	N/A	N/A	11	2
National Origin	137	147	163	107	108	24
Equal Pay Act	0	0	0	0	0	0
Age	524	541	588	447	406	91
Disability	696	706	725	475	411	82
Genetic Information	N/A	N/A	N/A	0	0	2
Non-EEO	34	26	31	21	7	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	22	17	19	14	11	1
Assignment of Duties	141	115	101	86	81	17
Awards	7	4	4	6	1	0
Conversion to Full Time	6	2	3	2	8	1
Disciplinary Action						
Demotion	5	7	7	8	13	2
Reprimand	212	214	251	181	185	28
Suspension	185	203	217	142	145	22
Removal	166	182	175	124	107	21
Other	65	158	126	98	70	10
Duty Hours	142	118	165	112	111	11
Evaluation/Appraisal	13	16	21	18	8	2
Examination/Test	5	1	8	6	0	0
Harassment						
Non-Sexual	398	426	434	342	304	64
Sexual	45	49	22	29	27	3
Medical Examination	18	20	12	19	7	2
Pay (Including Overtime)	207	153	184	159	151	36
Promotion/Non-Selection	80	55	79	31	25	11
Reassignment						
Denied	46	74	54	24	25	7
Directed	36	51	42	30	39	5
Reasonable Accommodation	128	173	232	135	76	27
Reinstatement	5	5	5	0	2	1
Retirement	4	18	8	7	4	0
Termination	103	84	58	42	47	13
Terms/Conditions of Employment	568	453	530	387	346	93
Time and Attendance	198	228	214	192	184	24
Training	21	24	34	18	15	4
Other	72	59	90	65	45	12

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	101.31	114.83	119.42	107.07	109.48	131.08
Average number of days in final action stage	81.81	83.22	86.55	88.59	22.56	20.93
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	101.18	114.13	118.51	107.79	110.66	135.15
Average number of days in final action stage	18.35	26.92	9.68	10.31	12.21	8.53
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	101.42	115.38	120.16	106.57	107.06	126.92
Average number of days in final action stage	137.63	138.21	167.79	140.83	34.19	32.68

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)	702	815	801	624	389	80
Average days pending prior to dismissal	25.28	32.09	31.06	36.34	32.81	26.97
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	135	102	82	86	51	15

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	17		19		20		13		5		3	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	17	100	19	100	20	100	13	100	5	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	17		19		20		13		5		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	5.2	1	5	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	1	5.2	1	5	0	0	0	0	0	0
Suspension	2	11.7	1	5.2	3	15	1	7.7	0	0	0	0
Removal	0	0	1	5.2	2	10	0	0	1	20	0	0
Other	1	5.8	0	0	0	0	2	15.4	1	20	0	0
Duty Hours	1	5.8	3	15.7	1	5	0	0	0	0	1	33.3
Evaluation/Appraisal	0	0	0	0	0	0	1	7.7	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	5.8	5	26.3	3	15	2	15.4	0	0	0	0
Sexual	1	5.8	0	0	0	0	0	0	0	0	0	0
Medical Examination	1	5.8	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	1	5.8	1	5.2	2	10	2	15.4	0	0	0	0
Promotion/Non-Selection	4	23.5	1	5.2	5	25	2	15.4	1	20	2	66.7
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	5.8	1	5.2	1	5	0	0	0	0	0	0
Reasonable Accommodation	2	11.7	2	10.5	6	30	2	15.4	1	20	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	1	5.2	0	0	0	0	1	20	0	0
Terms/Conditions of Employment	4	23.5	4	21	1	5	3	23.1	1	20	0	0
Time and Attendance	0	0	1	5.2	0	0	2	15.4	2	40	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	2	11.7	2	10.5	3	15	0	0	0	0	1	33.3
Findings after a hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	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	1	100	1	100	0	0	0	0	0	0
Suspension	2	100	1	100	3	100	1	100	0	0	0	0
Removal	0	0	1	100	2	100	0	0	1	100	0	0
Other	1	100	0	0	0	0	2	100	1	100	0	0
Duty Hours	1	100	3	100	1	100	0	0	0	0	1	100
Evaluation/Appraisal	0	0	0	0	0	0	1	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	5	100	3	100	2	100	0	0	0	0
Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Medical Examination	1	100	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	1	100	1	100	2	100	2	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	1385	1163	1154	917	785	864
Total complainants from previous Fiscal Years	N/A	N/A	N/A	839	717	783
Number of Complaints Pending						
Investigation	4	5	10	0	2	0
ROI issued, pending Complainant's action	0	0	0	0	1	41
Hearing	397	344	385	240	274	486
Final Action	25	11	7	5	1	16
Appeal with EEOC Office of Federal Operations	380	350	422	204	278	270

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	2	2	10	0	0	3