

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	6133	5659	5490	5117	4532	1074
Number of Complainants	5684	5321	5030	4714	4272	1061
Repeat Filers	380	289	303	309	249	12

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	2245	1998	1911	1802	2089	483
Color	846	757	775	706	734	151
Religion	261	250	198	191	203	60
Reprisal	2944	2743	2718	2528	2367	500
Sex	2621	2313	2198	1787	1934	447
PDA	N/A	N/A	N/A	N/A	40	6
National Origin	542	516	423	407	434	85
Equal Pay Act	0	1	1	0	0	2
Age	1878	1819	1725	1593	1576	375
Disability	2568	2533	2290	1894	1947	360
Genetic Information	N/A	N/A	N/A	0	0	9
Non-EEO	93	124	102	76	26	3

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	109	81	82	75	64	11
Assignment of Duties	449	392	440	355	346	68
Awards	26	15	17	11	6	2
Conversion to Full Time	16	25	6	12	19	2
Disciplinary Action						
Demotion	16	24	21	20	25	4
Reprimand	650	629	609	601	639	114
Suspension	632	583	580	543	590	133
Removal	589	593	530	508	510	102
Other	189	376	281	306	276	63
Duty Hours	458	446	427	365	402	60
Evaluation/Appraisal	67	71	104	64	37	6
Examination/Test	17	12	24	16	10	2
Harassment						
Non-Sexual	1517	1603	1549	1486	1396	310
Sexual	190	159	131	138	108	23
Medical Examination	68	58	37	41	23	9
Pay (Including Overtime)	669	564	486	538	579	103
Promotion/Non-Selection	313	193	249	126	173	42
Reassignment						
Denied	171	181	141	114	132	30
Directed	93	200	139	129	143	20
Reasonable Accommodation	533	754	742	660	524	116
Reinstatement	26	15	18	13	14	5
Retirement	22	68	46	31	34	7
Termination	402	293	192	183	192	52
Terms/Conditions of Employment	1789	1394	1443	1379	1378	312
Time and Attendance	646	697	714	629	730	110
Training	88	94	102	89	89	21
Other	264	213	234	257	229	61

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	104.33	117.48	122.86	113.47	104.24	140.30
Average number of days in final action stage	79.09	78.80	73.74	99.85	30.01	30.60
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	104.62	117.44	123.00	114.34	103.47	140.71
Average number of days in final action stage	15.95	15.61	24.00	14.55	13.33	12.98
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	104.10	117.55	122.72	112.80	102.72	117.35
Average number of days in final action stage	132.50	140.92	136.32	170.43	51.08	34.28

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)	2224	2403	2376	2538	1570	268
Average days pending prior to dismissal	25.74	34.66	33.44	37.99	42.60	29.85
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	468	364	311	303	240	48

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	79		72		75		64		51		16	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	79	100	72	100	75	100	64	100	51	100	16	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	79		72		75		64		51		16	
Appointment/Hire	0	0	1	1.4	1	1.3	0	0	1	2	0	0
Assignment of Duties	1	1.3	3	4.2	3	4	0	0	1	2	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	2	0	0
Reprimand	2	2.6	3	4.2	8	10.7	3	4.7	5	9.8	0	0
Suspension	4	5.1	4	5.6	9	12	5	7.8	7	13.7	1	6.3
Removal	7	8.9	4	5.6	7	9.3	2	3.1	11	21.6	2	12.5
Other	5	6.3	1	1.4	2	2.7	3	4.7	2	3.9	0	0
Duty Hours	5	6.3	5	6.9	3	4	2	3.1	2	3.9	1	6.3
Evaluation/Appraisal	1	1.3	0	0	1	1.3	1	1.6	1	2	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	12	15.2	22	30.6	16	21.3	9	14.1	12	23.5	8	50
Sexual	2	2.6	1	1.4	1	1.3	1	1.6	2	3.9	1	6.3
Medical Examination	2	2.6	1	1.4	0	0	1	1.6	0	0	1	6.3
Pay Including Overtime	6	7.6	5	6.9	6	8	7	10.9	1	2	0	0
Promotion/Non-Selection	9	11.4	3	4.2	9	12	7	10.9	4	7.8	2	12.5
Reassignment												
Denied	0	0	1	1.4	0	0	0	0	0	0	0	0
Directed	1	1.3	2	2.8	4	5.3	2	3.1	0	0	0	0
Reasonable Accommodation	15	19	21	29.2	11	14.7	13	20.3	12	23.5	2	12.5
Reinstatement	1	1.3	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	2.6	1	1.4	0	0	2	3.1	1	2	2	12.5
Terms/Conditions of Employment	14	17.7	11	15.3	15	20	10	15.6	6	11.8	1	6.3
Time and Attendance	3	3.8	6	8.3	5	6.7	2	3.1	5	9.8	1	6.3
Training	0	0	1	1.4	3	4	0	0	0	0	0	0
Other	4	5.1	3	4.2	7	9.3	10	15.6	1	2	2	12.5
Findings after a hearing												
Appointment/Hire	0	0	1	100	1	100	0	0	1	100	0	0
Assignment of Duties	1	100	3	100	3	100	0	0	1	100	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	2	100	3	100	8	100	3	100	5	100	0	0
Suspension	4	100	4	100	9	100	5	100	7	100	1	100
Removal	7	100	4	100	7	100	2	100	11	100	2	100
Other	5	100	1	100	2	100	3	100	2	100	0	0
Duty Hours	5	100	5	100	3	100	2	100	2	100	1	100
Evaluation/Appraisal	1	100	0	0	1	100	1	100	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	12	100	22	100	16	100	9	100	12	100	8	100
Sexual	2	100	1	100	1	100	1	100	2	100	1	100
Medical Examination	2	100	1	100	0	0	1	100	0	0	1	100
Pay Including Overtime	6	100	5	100	6	100	7	100	1	100	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	4840	4428	4232	4578	3559	3860
Total complainants from previous Fiscal Years	N/A	N/A	N/A	4068	3203	3422
Number of Complaints Pending						
Investigation	17	24	25	3	13	1
ROI issued, pending Complainant's action	1	3	0	0	8	148
Hearing	1762	1470	1633	1460	1345	2262
Final Action	97	36	42	18	7	153
Appeal with EEOC Office of Federal Operations	1236	1139	1319	888	1201	1128

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	12	24	32	0	5	10