

**Headquarters and Inspection Service
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	120	96	133	109	85	15
Number of Complainants	114	91	123	102	79	15
Repeat Filers	8	12	11	7	6	0

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	65	47	67	52	35	6
Color	25	17	29	29	15	0
Religion	9	5	2	9	2	2
Reprisal	58	47	74	56	32	10
Sex	59	47	61	56	34	4
PDA	N/A	N/A	N/A	N/A	1	0
National Origin	21	24	21	22	10	1
Equal Pay Act	0	0	1	0	0	0
Age	48	54	51	44	33	4
Disability	31	22	34	25	17	4
Genetic Information	N/A	N/A	N/A	0	0	0
Non-EEO	1	0	11	2	0	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	2	1	0	3	2	0
Assignment of Duties	13	6	9	14	4	0
Awards	2	0	2	2	1	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	5	2	2	0
Reprimand	6	11	10	8	8	4
Suspension	3	0	6	7	6	1
Removal	10	3	10	10	3	1
Other	2	3	6	2	3	0
Duty Hours	2	5	3	7	3	0
Evaluation/Appraisal	13	12	23	15	6	2
Examination/Test	0	1	1	0	0	0
Harassment						
Non-Sexual	12	28	31	19	17	6
Sexual	5	2	4	2	1	0
Medical Examination	3	1	0	0	2	1
Pay (Including Overtime)	7	10	9	8	3	2
Promotion/Non-Selection	36	28	27	16	27	1
Reassignment						
Denied	4	1	8	3	5	0
Directed	5	3	3	3	1	0
Reasonable Accommodation	3	5	8	5	1	1
Reinstatement	0	0	1	0	1	0
Retirement	3	6	2	1	2	1
Termination	6	4	4	2	3	0
Terms/Conditions of Employment	34	22	28	24	13	4
Time and Attendance	11	8	17	7	6	3
Training	4	4	2	2	5	1
Other	4	1	8	8	2	1

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 282.06	108.72	136.32	119.73	110.99	112.60	128.75
Average number of days in final action stage	97.46	83.85	37.45	98.17	30.16	38.00
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	108.06	142.62	121.30	116.18	112.42	129.14
Average number of days in final action stage	6.15	5.96	18.37	20.14	10.20	11.00
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	109.27	131.94	118.39	106.82	112.95	151.80
Average number of days in final action stage	193.58	158.96	71.80	209.23	48.88	35.50

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)	44	24	46	48	27	7
Average days pending prior to dismissal	33.48	31.88	33.33	30.02	29.15	40.14
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	17	6	8	7	8	1

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	0		0		8		1		0		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	0	0	0	0	8	100	1	100	0	0	0	0

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	0		0		8		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	12.5	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	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	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	0	0	1	12.5	0	0	0	0	0	0
Sexual	0	0	0	0	1	12.5	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1	12.5	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100	0	0	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	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	3	37.5	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	12.5	0	0	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	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	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	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	0	0	1	100	0	0	0	0	0	0
Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	1	100	0	0	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	135	96	105	131	78	83
Total complainants from previous Fiscal Years	N/A	N/A	N/A	114	64	68
Number of Complaints Pending						
Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	1	0	0	0	0	1
Hearing	54	38	52	51	31	48
Final Action	2	0	3	0	0	4
Appeal with EEOC Office of Federal Operations	28	32	43	26	20	17

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	3	1	0	0	0