

**Northeast 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	742	628	575	484	463	92
Number of Complainants	692	592	538	450	438	91
Repeat Filers	43	29	24	31	24	1

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	191	156	137	163	155	29
Color	88	68	72	78	62	7
Religion	31	26	27	23	11	3
Reprisal	366	293	283	225	240	45
Sex	308	227	200	172	168	35
PDA	0	0	0	0	6	1
National Origin	85	70	53	52	58	8
Equal Pay Act	0	0	0	0	0	0
Age	240	215	194	146	157	36
Disability	301	282	226	177	177	28
Genetic Information	N/A	N/A	N/A	0	0	1
Non-EEO	11	12	12	8	2	1

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	14	10	2	11	13	0
Assignment of Duties	36	46	42	38	21	2
Awards	1	1	0	1	0	0
Conversion to Full Time	2	1	2	2	1	0
Disciplinary Action						
Demotion	3	1	3	1	0	1
Reprimand	94	77	61	68	74	9
Suspension	111	75	53	60	73	15
Removal	85	82	71	53	42	8
Other	18	55	27	32	16	4
Duty Hours	53	49	39	30	35	4
Evaluation/Appraisal	5	10	21	5	4	0
Examination/Test	4	2	0	1	1	0
Harassment						
Non-Sexual	203	256	192	149	180	34
Sexual	33	25	12	11	14	1
Medical Examination	14	16	2	3	0	0
Pay (Including Overtime)	62	56	58	58	70	7
Promotion/Non-Selection	28	18	25	9	10	5
Reassignment						
Denied	32	18	3	7	13	2
Directed	7	24	15	12	11	1
Reasonable Accommodation	57	71	98	66	48	7
Reinstatement	2	3	1	1	1	0
Retirement	2	5	5	2	1	2
Termination	52	33	17	11	21	10
Terms/Conditions of Employment	168	126	142	133	123	20
Time and Attendance	83	78	74	72	67	7
Training	12	11	8	11	12	3
Other	43	34	34	26	37	9

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	101.65	118.58	126.63	110.23	113.41	142.53
Average number of days in final action stage	75.41	63.20	52.90	88.94	21.45	20.94
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	100.77	117.58	125.42	109.30	116.14	143.03
Average number of days in final action stage	28.13	17.43	9.25	11.26	9.29	11.29
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	102.36	119.25	127.53	110.86	107.32	142.54
Average number of days in final action stage	127.12	115.44	89.14	157.71	33.25	31.53

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)	279	274	256	228	129	13
Average days pending prior to dismissal	25.69	36.57	36.54	34.39	36.55	32.44
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	60	35	39	31	25	2

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		3		1		5		0		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	2	100	3	100	1	100	5	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	2		3		1		5		0		0	
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	0	0	0	0
Reprimand	0	0	1	33.3	0	0	2	40	0	0	0	0
Suspension	1	50	0	0	1	100	1	20	0	0	0	0
Removal	1	50	0	0	1	100	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	2	66.7	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	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	0	0	1	20	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	1	33.3	0	0	0	0	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	0	0	1	20	0	0	0	0
Time and Attendance	0	0	1	33.3	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	50	0	0	0	0	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	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	0	0	0	0
Reprimand	0	0	1	100	0	0	2	100	0	0	0	0
Suspension	1	100	0	0	1	100	1	100	0	0	0	0
Removal	1	100	0	0	1	100	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	2	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	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	0	0	1	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	571	517	386	421	306	393
Total complainants from previous Fiscal Years	N/A	N/A	N/A	371	280	349
Number of Complaints Pending						
Investigation	1	1	2	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	1	16
Hearing	223	139	181	130	131	263
Final Action	8	3	1	1	0	19
Appeal with EEOC Office of Federal Operations	105	103	95	77	88	81

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	2	0	0	2