

**Pacific 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	804	865	660	526	531	118
Number of Complainants	732	810	598	479	495	116
Repeat Filers	63	38	30	34	36	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	234	279	157	152	297	53
Color	119	145	83	76	102	20
Religion	52	62	31	20	29	13
Reprisal	449	433	333	317	322	70
Sex	334	321	207	180	222	52
PDA	N/A	N/A	N/A	N/A	0	1
National Origin	146	144	85	86	99	23
Equal Pay Act	0	0	0	0	0	1
Age	278	275	174	163	202	43
Disability	430	474	381	200	234	45
Genetic Information	N/A	N/A	N/A	0	0	0
Non-EEO	10	6	13	5	2	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	17	14	26	9	5	0
Assignment of Duties	55	51	108	25	27	5
Awards	5	2	6	0	0	0
Conversion to Full Time	4	7	0	4	0	0
Disciplinary Action						
Demotion	0	0	1	0	1	0
Reprimand	73	58	50	63	67	11
Suspension	77	77	61	69	94	16
Removal	70	86	56	60	75	11
Other	16	40	17	40	31	7
Duty Hours	77	63	19	33	28	7
Evaluation/Appraisal	6	2	6	5	1	0
Examination/Test	0	0	1	1	0	0
Harassment						
Non-Sexual	217	244	181	197	189	47
Sexual	27	13	12	19	15	2
Medical Examination	9	2	2	3	0	0
Pay (Including Overtime)	96	75	44	54	56	11
Promotion/Non-Selection	25	22	15	13	18	0
Reassignment						
Denied	34	27	25	18	21	3
Directed	16	55	27	22	23	4
Reasonable Accommodation	134	217	118	99	75	16
Reinstatement	6	3	1	0	2	2
Retirement	5	9	8	4	7	2
Termination	43	42	24	17	18	1
Terms/Conditions of Employment	243	189	126	118	183	29
Time and Attendance	79	87	72	67	59	10
Training	9	10	8	11	8	1
Other	41	29	19	29	29	8

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	109.72	116.29	123.37	113.56	108.08	132.89
Average number of days in final action stage	55.37	50.71	60.67	83.11	39.97	56.37
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	108.65	114.72	123.50	114.82	108.76	135.34
Average number of days in final action stage	11.08	10.35	9.03	18.50	11.96	14.97
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	110.68	117.68	123.26	112.62	106.35	128.47
Average number of days in final action stage	109.50	125.97	124.06	160.27	71.70	87.97

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)	189	311	266	260	161	30
Average days pending prior to dismissal	27.08	40.90	42.54	38.61	38.79	38.13
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	53	62	49	24	28	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	22		22		9		8		8		4	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	22	100	22	100	9	100	8	100	8	100	4	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			
#	%	#	%	#	%	#	%	#	%			
<b>Total number of findings</b>	22		22		9		8		8		4	
Appointment/Hire	0	0	1	4.5	1	11.1	0	0	0	0	0	0
Assignment of Duties	0	0	1	4.5	0	0	0	0	1	12.5	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	4.5	1	11.1	0	0	2	25	0	0
Suspension	1	4.5	2	9.1	3	33.3	2	25	0	0	1	25
Removal	3	13.6	1	4.5	0	0	0	0	1	12.5	2	50
Other	4	18.1	0	0	1	11.1	1	12.5	0	0	0	0
Duty Hours	1	4.5	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	2	9.1	7	31.8	5	55.5	3	37.5	3	37.5	3	75
Sexual	0	0	1	4.5	0	0	0	0	1	12.5	0	0
Medical Examination	1	4.5	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	2	9.1	2	22.2	0	0	1	12.5	0	0
Promotion/Non-Selection	2	9.1	1	4.5	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	10	45.4	11	50	1	11.1	4	50	3	37.5	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	3	13.6	3	13.6	0	0	1	12.5	2	25	0	0
Time and Attendance	2	9.1	1	4.5	1	11.1	0	0	1	12.5	1	25
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	11.1	1	12.5	0	0	1	25
<b>Findings after a hearing</b>												
Appointment/Hire	0	0	1	100	1	100	0	0	0	0	0	0
Assignment of Duties	0	0	1	100	0	0	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	0	0	0	0
Reprimand	0	0	1	100	1	100	0	0	2	100	0	0
Suspension	1	100	2	100	3	100	2	100	0	0	1	100
Removal	3	100	1	100	0	0	0	0	1	100	2	100
Other	4	100	0	0	1	100	1	100	0	0	0	0
Duty Hours	1	100	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	2	100	7	100	5	100	3	100	3	100	3	100
Sexual	0	0	1	100	0	0	0	0	1	100	0	0
Medical Examination	1	100	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	2	100	2	100	0	0	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	628	659	654	595	480	572
Total complainants from previous Fiscal Years	N/A	N/A	N/A	498	401	473
<b>Number of Complaints Pending</b>						
Investigation	3	2	3	0	2	1
ROI issued, pending Complainant's action	0	0	0	0	0	14
Hearing	297	229	280	234	225	379
Final Action	15	1	6	1	3	10
Appeal with EEOC Office of Federal Operations	187	177	193	121	154	136

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	3	4	8	0	0	1