

**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, 2017

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 12/31/17
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Number of Complaints Filed	75	99	157	164	155	45
Number of Complainants	72	88	141	153	145	45
Repeat Filers	3	11	14	10	8	0

Complaints by Basis 29 CFR 1614.704(d)	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 12/31/17
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	41	50	74	78	57	20
Color	13	23	27	31	29	4
Religion	3	2	10	14	6	2
Reprisal	44	65	82	77	90	27
Sex	23	40	51	66	60	14
PDA	1	0	0	1	2	1
National Origin	8	14	18	18	21	3
Equal Pay Act	0	0	1	3	1	0
Age	22	44	61	75	64	13
Disability	17	38	53	45	56	14
Genetic Information	0	0	4	2	4	0
Non-EEO	0	1	1	0	2	0

Complaints by Issue 29 CFR 1614.704(e)	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 12/31/17
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Appointment/Hire	2	2	3	1	3	1
Assignment of Duties	5	5	12	12	22	1
Awards	0	0	0	3	1	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	3	1	0	0
Reprimand	7	7	7	15	8	3
Suspension	2	6	8	6	10	3
Removal	5	4	12	15	9	1
Other (Emergency Placement)	3	3	3	9	3	1
Duty Hours	1	3	4	2	4	1
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	17	35	29	40	41	17
Sexual	0	1	1	0	7	0
Medical Examination	0	1	0	1	1	0
Pay (Including Overtime)	6	11	9	15	15	12
Perf. Eval./Appraisal	6	4	8	22	11	5
Promotion/Non-Selection	17	21	42	43	31	4
Reassignment						
Denied	4	2	4	4	1	1
Directed	2	3	0	1	3	0
Reasonable Accommodation Disability	7	13	14	12	22	5
Reinstatement	2	0	2	2	0	0
Religious Accommodation	n/a	n/a	n/a	n/a	0	0
Retirement	3	2	6	1	0	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	2	1
Telework	n/a	n/a	n/a	n/a	0	0
Termination	7	2	8	3	5	2
Terms/Conditions of Employment	19	35	47	24	43	11
Time and Attendance	14	11	10	5	19	8
Training	5	3	1	3	6	0
Other	3	7	13	5	0	0

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 2018 Thru 12/31/17
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Complaints pending (for any length of time) during the fiscal year 1614.704(f)(1)						
Average number of days in investigation stage	131.55	139.73	103.13	106.96	128.21	141.38
Average number of days in final action stage	24.78	28.52	36.12	30.11	27.03	30.71
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	138.19	144.40	103.33	109.38	125.65	139.36
Average number of days in final action stage	12.72	8.90	40.25	25.31	19.71	23.00
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	115.59	123.20	102.77	102.76	134.53	152.30
Average number of days in final action stage	29.62	37.50	32.44	35.06	38.45	36.50

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 12/31/17
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	20	43	52	37	33	6
Average days pending prior to dismissal	48.00	28.98	25.69	25.11	31.48	34.17
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	4	7	15	12	9	2

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 12/31/17	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	0		2		0		0		2		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	0	0	2	100	0	0	0	0	2	100	0	0

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 (Emergency Placement)	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
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	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	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	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 Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Telework	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	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	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	0	0	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 2018 Thru 12/31/17
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Total complaints from previous Fiscal Years	84	87	69	84	123	213
Total complainants from previous Fiscal Years	68	76	58	78	112	187
Number of Complaints Pending						
Investigation	1	0	0	0	2	29
ROI issued, pending Complainant's action	0	0	0	0	0	5
Hearing	34	45	68	84	120	171

Final Action	0	0	1	1	2	4
Appeal with EEOC Office of Federal Operations	30	33	2	0	15	15

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 12/31/17
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	0	0	0	0