Great Lakes 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 CF	R 1614.705))	FY 2013 Thru				
		Previous Fiscal Year Data								
	FY 2008	12/31/2012								
Number of Complaints Filed	649	594	655	609	517	137				
Number of Complainants	608	551	589	563	494	135				
Repeat Filers	33	36	39	31	22	1				

Complaints by Basis (29 CFR 1614.704(d))	(Comparative	Data (29 CF	FR 1614.705))	FY 2013 Thru
Note: Complaints can be filed alleging multiple bases. The sum of		12/31/2012				
the bases may not equal total complaints filed.	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	
Race	252	221	227	207	225	58
Color	82	40	81	68	71	22
Religion	17	11	20	19	19	10
Reprisal	311	304	327	265	245	65
Sex	275	245	262	250	208	52
PDA	0	0	0	0	3	1
National Origin	25	20	26	22	28	5
Equal Pay Act	0	0	0	0	0	0
Age	181	164	184	155	167	38
Disability	291	260	262	223	227	44
Genetic Information	N/A	N/A	N/A	0	0	0
Non-EEO	13	11	9	8	4	2

Complaints by Issue (29 CFR 1614.704(e))	(Comparative	Data (29 CF	FR 1614.705)		FY 2013 Thru 12/31/2012				
Note: Complaints can be filed alleging multiple issues. The sum of		Previous Fiscal Year Data								
the issues may not equal total complaints filed.	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012					
Appointment/Hire	7	5	7	14	5	3				
Assignment of Duties	59	43	45	59	37	6				
Awards	4	1	2	0	1	0				
Conversion to Full Time	0	8	0	0	2	0				
Disciplinary Action										
Demotion	2	5	1	2	1	0				
Reprimand	64	68	58	56	65	16				
Suspension	55	52	63	62	52	18				
Removal	95	103	73	85	99	18				
Other	23	25	34	40	46	12				
Duty Hours	73	75	69	60	49	6				
Evaluation/Appraisal	7	12	7	1	2	0				
Examination/Test	3	3	0	4	4	0				
Harassment										
Non-Sexual	107	110	217	178	133	33				
Sexual	24	21	14	12	8	6				
Medical Examination	6	3	3	7	2	2				
Pay (Including Overtime)	89	75	61	73	62	16				
Promotion/Non-Selection	33	20	35	7	17	5				
Reassignment										
Denied	11	17	9	11	8	7				
Directed	6	17	19	18	12	2				
Reasonable Accommodation	45	75	87	74	68	20				
Reinstatement	3	1	4	2	3	0				
Retirement	4	13	5	2	2	0				
Termination	48	19	25	33	19	7				
Terms/Conditions of Employment	220	185	129	154	154	36				
Time and Attendance	67	70	86	76	66	16				
Training	15	15	16	12	6	3				
Other	20	20	14	34	22	9				

Processing Time (29 CFR 1614.704(f))		ı	FY 2013 Thru			
The average length of time it has taken an agency to complete,		Previou	ıs Fiscal Ye	ar Data		12/31/2012
respectively, investigation and final action for:	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	104.14	105.33	110.59	106.17	113.95	130.03
Average number of days in final action stage	87.66	103.22	90.41	128.34	39.78	29.16
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	109.21	105.22	110.02	106.20	114.32	131.56
Average number of days in final action stage	17.66	21.38	10.68	11.43	26.23	14.09
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	100.25	105.41	111.01	106.16	113.15	128.23
Average number of days in final action stage	126.03	156.23	143.80	188.49	52.47	43.80

Complaints Dismissed by Agency (29 CFR 1614.704(g))	(Comparative Data (29 CFR 1614.705)						
		Previous Fiscal Year Data						
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	12/31/2012		
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	247	228	272	264	190	33		
Average days pending prior to dismissal	24.85	26.12	22.94	34.16	34.14	27.84		
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))								
Total complaints withdrawn by complainants	39	38	34	35	32	8		

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				
Discrimination (29 CFR 1614.704(I))		Previous Fiscal Year Data									12/3	1/2012			
	FY:	2008	FY 2	2009	FY 2	2010	FY 2	011	FY 2	2012					
	#	%	#	%	#	%	#	%	#	%	#	%			
Total number of findings	11		7		10		10		14		4				
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0			
Total with a hearing	11	100	7	100	10	100	10	100	14	100	4	100			

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))			Con	nparativ	e Data	(29 CFF	R 1614.7	705)				13 Thru 1/2012
Note: Complaints can be filed alleging multiple				Previo	ous Fisc	cal Year	Data					
bases. The sum of the bases may not equal total complaints and findings.	FY 2	2008	FY 2	2009	FY 2	2010	FY 2	011	FY 2	2012		
total complainte and infamige	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	11		7		10		10		14		4	
Race	1	9.1	2	28.6	4	40	1	10	2	14.3	0	O
Color	2	18.2	0	0	0	0	2	20	0	0	0	0
Religion	2	18.2	0	0	0	0	0	0	0	0	0	0
Reprisal	6	54.5	5	71.4	5	50	3	30	9	64.3	3	75
Sex	1	9.1	0	0	7	70	2	20	4	28.6	1	25
National Origin	0	0	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	10	1	7.1	0	0
Disability	4	36.4	4	57.1	3	30	7	70	3	21.4	2	50
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Race	1	100	2	100	4	100	1	100	2	100	0	0
Color	2	100	0	0	0	0	2	100	0	0	0	0
Religion	2	100	0	0	0	0	0	0	0	0	0	0
Reprisal	6	100	5	100	5	100	3	100	9	100	3	100
Sex	1	100	0	0	7	100	2	100	4	100	1	100
National Origin	0	0	0	0	1	100	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	100	1	100	0	0
Disability	4	100	4	100	3	100	7	100	3	100	2	100
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings without a hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	О

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))			Con	nparativ	e Data	(29 CFF	R 1614.7	705)				13 Thru 1/2012
Note: Complaints can be filed alleging multiple				Previo	ous Fis	cal Yea	r Data					
issues. The sum of the issues may not equal total complaints and findings.	FY 2	2008	FY 2	2009	FY 2	2010	FY 2	011	FY 2	012		
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	11		7		10		10	_	14	_	4	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	9.1	1	14.3	1	10	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	2	20	0	0	1	7.1	0	0
Suspension	0	0	0	0	1	10	1	10	4	28.6	0	0
Removal	1	9.1	1	14.3	1	10	2	20	3	21.4	0	0
Other	0	0	1	14.3	1	10	0	0	0	0	0	0
Duty Hours	0	0	1	14.3	0	0	1	10	2	14.3	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	1	7.1	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	36.4	2	28.6	1	10	0	0	5	35.7	2	50
Sexual	0	0	0	0	0	0	0	0	0	0	1	33.3
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	33.3
Pay Including Overtime	4	36.4	1	14.3	1	10	1	10	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	10	2	20	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	10	0	0	0	0	0	0
Reasonable Accommodation	0	0	2	28.6	2	20	2	20	3	21.4	1	33.3
Reinstatement	1	9.1	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	1	33.3
Terms/Conditions of Employment	0	0	1	14.3	3	30	3	30	0	0	0	0
Time and Attendance	0	0	0	0	1	10	0	0	2	14.3	0	0
Training	0	0	1	14.3	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	10	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	1	100	1	100	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				Ť			Ť		Ť			
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	2	100	0	0	1	100	0	0
Suspension	0	0	0	0	1	100	1	100	4	100	0	0
Removal	1	100	1	100	1	100	2	100	3	100	0	0
Other	0	0	1	100	1	100	0	0	0	0	0	0
Duty Hours	0	0	1	100	0	0	1	100	2	100	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
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Harassment Non-Several		400		100		400			\vdash	400		400
Non-Sexual	4	100	2	100	1	100	0	0	5	100	2	100
Sexual Madical Franciscotics	0	0	0	0	0	0	0	0	0	0	1	100
Medical Examination	0	0	0	0	0	0	0	0	0	0	1	100
Pay Including Overtime	4	100	1	100	1	100	1	100	0	0	0	0

Promotion/Non-Selection	0	0	0	0	1	100	2	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	100	0	0	0	0	0	0
Reasonable Accommodation	0	0	2	100	2	100	2	100	3	100	1	100
Reinstatement	1	100	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	1	100
Terms/Conditions of Employment	0	0	1	100	3	100	3	100	0	0	0	0
Time and Attendance	0	0	0	0	1	100	0	0	2	100	0	0
Training	0	0	1	100	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	100	0	0	0	0
Findings without 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	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	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
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	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	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

Pending Complaints Filed in Previous Fiscal Years by Status		Comparative	Data (29 CF	R 1614.705))	FY 2013
(29 CFR 1614.704(I))		Thru 12/31/2012				
	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	12,01,2012
Total complaints from previous Fiscal Years	463	436	414	469	405	399
Total complainants from previous Fiscal Years	N/A	N/A	N/A	423	379	364
Number of Complaints Pending						
Investigation	3	2	3	0	3	0
ROI issued, pending Complainant's action	0	0	0	0	0	21
Hearing	156	120	154	136	131	223
Final Action	10	2	4	1	1	11
Appeal with EEOC Office of Federal Operations	140	139	154	91	144	124

Complaint Investigations (29 CFR 1614.704(m))		Data (29 CF	FR 1614.705))	FY 2013		
		Thru 12/31/2012					
	FY 2008	FY 2008 FY 2009 FY 2010 FY 2011 FY 2012					
Pending Complaints Where Investigation Exceeds Required Time Frames	1	4	3	0	1	3	