## 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	<b>Data</b> (29 CF	R 1614.705)	)	FY 2013 Thru				
		Previous Fiscal Year Data								
	FY 2008	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	<b>Data</b> (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	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	<b>Data</b> (29 CF	FR 1614.705)	)	FY 2013 Thru 12/31/2012		
Note: Complaints can be filed alleging multiple issues. The sum		Previou	ıs Fiscal Ye	scal Year Data				
of the issues may not equal total complaints filed.	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012			
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))	FR 1614.705)	)	FY 2013 Thru 12/31/2012			
The average length of time it has taken an agency to complete,	Î	Previou	us 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	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)							
		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)	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			
Discrimination (29 CFR 1014.704(i))		Previous Fiscal Year Data									12/31	12012		
	FY:	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 Basis (29 CFR 1614.704 (j))			Con	nparativ	/e Data	(29 CFF	R 1614.7	705)			FY 201 12/31/		
Note: Complaints can be filed alleging multiple				Previo	ous Fis	cal Year	Data						
bases. The sum of the bases may not equal total complaints and findings.	FY 2	800	FY 2	2009	FY 2	2010	FY 2	2011	FY 2	2012			
total complaints and infamigs.	#	%	#	%	#	%	#	%	#	%	#	%	
Total number of findings	2		3		1		5		0		0		
Race	0	0	1	33.3	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	1	50	0	0	0	0	0	0	0	0	0	0	
Reprisal	2	100	2	66.7	1	100	4	80	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	1	20	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	1	33.3	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	0	
Findings after a hearing													
Race	0	0	1	100	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	1	100	0	0	0	0	0	0	0	0	0	0	
Reprisal	2	100	2	100	1	100	4	100	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	1	100	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	1	100	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	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	0	

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))			Con	nparativ	e Data	(29 CFF	R 1614.7	705)			FY 2013 Thi 12/31/2012		
Note: Complaints can be filed alleging multiple				Previo	ous Fisc	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	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											لتسإ		
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				$\Box$			$\Box$						
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	

Promotion/Non-Selection	0	0	o	o	0	0	0	0	0	0	0	0
Reassignment	1 1											
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	100	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	100	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	100	0	0	0	0	0	0	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	Ĭ I											
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
Other	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status		Comparative	<b>Data</b> (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	12/31/2012
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	<b>Data</b> (29 CF	R 1614.705)	)	FY 2013 Thru			
		Previous Fiscal Year Data							
	FY 2008	FY 2008 FY 2009 FY 2010 FY 2011 FY 2012							
Pending Complaints Where Investigation Exceeds Required Time Frames	0	3	2	0	0	2			