

**Eastern 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	748	669	632	776	696	171
Number of Complainants	700	635	591	714	649	170
Repeat Filers	37	32	35	42	43	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	291	267	227	251	304	77
Color	89	96	60	75	96	16
Religion	24	29	20	26	28	7
Reprisal	316	292	276	370	330	61
Sex	312	294	287	326	306	78
PDA	N/A	N/A	N/A	N/A	7	0
National Origin	41	32	18	27	22	4
Equal Pay Act	0	1	1	0	0	0
Age	228	221	196	229	219	66
Disability	288	284	270	294	299	55
Genetic Information	N/A	N/A	N/A	0	0	0
Non-EEO	7	9	8	10	3	4

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	16	19	14	10	8	3
Assignment of Duties	49	48	49	51	72	13
Awards	3	0	1	0	0	1
Conversion to Full Time	2	0	1	1	2	0
Disciplinary Action						
Demotion	2	6	0	2	4	0
Reprimand	78	84	65	78	79	11
Suspension	67	74	71	85	85	22
Removal	54	38	50	57	82	20
Other	20	46	23	41	51	16
Duty Hours	50	49	52	49	57	13
Evaluation/Appraisal	9	4	9	5	6	1
Examination/Test	2	1	4	0	1	1
Harassment						
Non-Sexual	125	143	160	210	227	41
Sexual	19	16	21	27	10	5
Medical Examination	10	1	7	1	2	1
Pay (Including Overtime)	73	70	51	64	90	13
Promotion/Non-Selection	34	20	28	18	31	9
Reassignment						
Denied	18	15	18	22	28	5
Directed	12	11	16	10	31	6
Reasonable Accommodation	47	76	64	80	88	16
Reinstatement	4	2	1	4	2	1
Retirement	3	6	2	4	6	1
Termination	65	68	41	42	32	8
Terms/Conditions of Employment	283	222	237	227	222	47
Time and Attendance	69	61	102	13	102	18
Training	13	12	6	13	21	2
Other	23	23	20	38	34	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	101.79	113.22	119.69	105.43	105.71	128.29
Average number of days in final action stage	86.96	67.64	77.14	107.35	31.86	18.86
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	101.01	112.45	119.98	106.56	106.05	126.89
Average number of days in final action stage	8.60	7.24	8.82	9.94	13.02	17.37
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	102.35	113.74	119.47	104.66	105.08	121.06
Average number of days in final action stage	134.84	124.70	136.43	186.30	55.58	41.89

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)	246	284	274	375	205	30
Average days pending prior to dismissal	21.48	34.97	37.56	34.30	32.27	30.21
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	60	44	41	56	49	5

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	11		3		8		4		10		0	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	11	100	3	100	8	100	4	100	10	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	534	570	575	704	555	618
Total complainants from previous Fiscal Years	N/A	N/A	N/A	641	505	550
Number of Complaints Pending						
Investigation	2	0	1	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	3	11
Hearing	231	209	213	275	235	280
Final Action	7	3	5	2	0	49
Appeal with EEOC Office of Federal Operations	111	112	128	113	142	137

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	2	2	0	0	0