

**Capital Metro 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: September 30, 2008

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Number of Complaints Filed	438	402	657	602	523	120
Number of Complainants	413	369	614	568	494	117
Repeat Filers	N/A	N/A	N/A	31	26	1

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	195	175	311	277	243	41
Color	44	69	91	88	72	11
Religion	38	16	26	32	17	5
Reprisal	159	163	267	232	231	60
Sex	170	197	295	232	>239	42
National Origin	32	51	49	38	30	3
Equal Pay Act	11	0	0	1	0	0
Age	105	105	166	150	135	32
Disability	161	184	259	247	211	57
Non-EEO	N/A	N/A	N/A	17	8	5

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	2	1	5	7	5	1
Assignment of Duties	23	64	60	58	37	11
Awards	2	5	2	2	3	2
Conversion to Full Time	0	0	2	2	1	0
Disciplinary Action						
Demotion	1	0	2	4	1	0
Reprimand	14	54	71	61	49	8
Suspension	18	51	90	51	53	9
Removal	31	34	86	47	53	8
Other	N/A	N/A	N/A	33	22	5
Duty Hours	42	35	54	41	25	5
Evaluation/Appraisal	2	4	10	4	8	1
Examination/Test	3	2	1	2	0	0
Harassment						
Non-Sexual	54	112	189	181	155	34
Sexual	11	21	15	21	14	4
Medical Examination	0	2	8	2	4	0
Pay (Including Overtime)	36	64	99	72	55	10
Promotion/Non-Selection	23	20	22	24	23	5
Reassignment						
Denied	11	23	23	16	12	7
Directed	3	7	13	7	7	5
Reasonable Accommodation	22	46	58	51	55	18
Reinstatement	2	2	2	2	3	0
Retirement	2	0	1	2	0	0
Termination	13	22	52	40	36	5
Terms/Conditions of Employment	89	88	143	108	116	19
Time and Attendance	55	69	104	92	57	16
Training	6	10	13	21	10	4
Other	0	38	39	26	26	5

Processing Time (29 CFR 1614.704(f))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
<i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>						
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	306.51	232.22	94.02	109.13	109.33	111.32
Average number of days in final action stage	110.99	80.72	59.81	98.95	94.36	130.16
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	291.17	245.05	89.81	102.32	109.79	111.29
Average number of days in final action stage	32.53	37.37	7.44	26.78	14.69	10.84
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	332.14	221.72	95.79	111.07	108.96	111.33
Average number of days in final action stage	227.77	122.28	117.94	143.29	154.81	217.35

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	138	118	184	104	177	54
Average days pending prior to dismissal	97.59	22.93	16.38	23.41	32.05	42.89
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	62	49	45	41	52	8

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2009 Thru 12/31/2008	
	Previous Fiscal Year Data											
	FY 2004		FY 2005		FY 2006		FY 2007		FY 2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	3		8		7		7		2		2	
Total without a hearing	0	0	1	12.5	0	0	0	0	0	0	0	0
Total with a hearing	3	100	7	87.5	7	100	7	100	2	100	2	100

Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Total complaints from previous Fiscal Years	670	552	574	490	515	508
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	466
Number of Complaints Pending						
Investigation	N/A	N/A	4	2	1	66
Hearing	N/A	N/A	114	149	187	311
Final Action	N/A	N/A	25	23	10	29
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	134	184

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Pending Complaints Where Investigation Exceeds Required Time Frames	178	1	0	0	0	1