

**New York 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, 2009

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 09/30/2009 |
|--|---|----------------|----------------|----------------|----------------|--|
| | Previous Fiscal Year Data | | | | | |
| | FY 2004 | FY 2005 | FY 2006 | FY 2007 | FY 2008 | |
| Number of Complaints Filed | 513 | 354 | 448 | 468 | 438 | 375 |
| Number of Complainants | 494 | 338 | 407 | 448 | 408 | 355 |
| Repeat Filers | N/A | N/A | N/A | 18 | 27 | 15 |

| Complaints by Basis (29 CFR 1614.704(d)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2009 Thru 09/30/2009 |
|--|---|----------------|----------------|----------------|----------------|--|
| | 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 | 149 | 122 | 144 | 116 | 133 | 115 |
| Color | 62 | 54 | 64 | 45 | 66 | 50 |
| Religion | 74 | 25 | 25 | 22 | 24 | 14 |
| Reprisal | 173 | 138 | 190 | 198 | 211 | 168 |
| Sex | 191 | 108 | 169 | 148 | 178 | 134 |
| National Origin | 99 | 71 | 72 | 71 | 66 | 56 |
| Equal Pay Act | 3 | 0 | 0 | 0 | 0 | 0 |
| Age | 108 | 75 | 104 | 154 | 153 | 135 |
| Disability | 180 | 124 | 137 | 169 | 159 | 137 |
| Non-EEO | N/A | N/A | N/A | 9 | 5 | 10 |

| Complaints by Issue (29 CFR 1614.704(e)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2009 Thru 09/30/2009 |
|--|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | 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 | 3 | 9 | 6 | 8 | 9 | 5 |
| Assignment of Duties | 33 | 21 | 18 | 27 | 22 | 28 |
| Awards | 3 | 1 | 1 | 2 | 1 | 1 |
| Conversion to Full Time | 0 | 2 | 2 | 0 | 2 | 1 |
| Disciplinary Action | | | | | | |
| Demotion | 1 | 0 | 1 | 0 | 0 | 0 |
| Reprimand | 8 | 34 | 54 | 42 | 57 | 43 |
| Suspension | 43 | 23 | 29 | 54 | 65 | 40 |
| Removal | 50 | 37 | 51 | 43 | 52 | 48 |
| Other | 0 | 0 | 0 | 15 | 11 | 23 |
| Duty Hours | 59 | 19 | 18 | 32 | 25 | 27 |
| Evaluation/Appraisal | 3 | 12 | 5 | 14 | 3 | 3 |
| Examination/Test | 7 | 0 | 3 | 1 | 2 | 2 |
| Harassment | | | | | | |
| Non-Sexual | 106 | 35 | 94 | 177 | 93 | 145 |
| Sexual | 13 | 11 | 18 | 8 | 17 | 13 |
| Medical Examination | 9 | 1 | 2 | 6 | 9 | 6 |
| Pay (Including Overtime) | 28 | 54 | 43 | 37 | 30 | 27 |
| Promotion/Non-Selection | 30 | 12 | 13 | 21 | 18 | 16 |
| Reassignment | | | | | | |
| Denied | 34 | 21 | 37 | 17 | 17 | 4 |
| Directed | 15 | 4 | 2 | 7 | 3 | 19 |
| Reasonable Accommodation | 8 | 17 | 15 | 26 | 28 | 34 |
| Reinstatement | 1 | 4 | 7 | 4 | 1 | 1 |
| Retirement | 3 | 2 | 0 | 0 | 1 | 3 |
| Termination | 28 | 29 | 33 | 49 | 28 | 18 |
| Terms/Conditions of Employment | 121 | 91 | 128 | 76 | 93 | 66 |
| Time and Attendance | 47 | 37 | 54 | 55 | 42 | 40 |
| Training | 0 | 4 | 8 | 7 | 4 | 7 |
| Other | 0 | 0 | 11 | 12 | 28 | 13 |

| Processing Time (29 CFR 1614.704(f)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2009 Thru 09/30/2009 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | 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 | 347.75 | 261.76 | 115.48 | 98.91 | 102.41 | 118.49 |
| Average number of days in final action stage | 76.04 | 50.59 | 42.50 | 68.72 | 72.49 | 84.49 |
| 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 | 332.04 | 235.86 | 133.85 | 100.23 | 101.02 | 116.55 |
| Average number of days in final action stage | 15.93 | 32.82 | 14.07 | 19.78 | 31.07 | 26.79 |
| 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 | 361.36 | 276.70 | 101.20 | 98.59 | 103.52 | 119.78 |
| Average number of days in final action stage | 139.01 | 62.18 | 81.08 | 111.73 | 103.83 | 151.61 |

| Complaints Dismissed by Agency (29 CFR 1614.704(g)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2009 Thru 09/30/2009 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | 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) | 271 | 157 | 224 | 106 | 169 | 162 |
| Average days pending prior to dismissal | 79.2 | 27.27 | 24.75 | 68.57 | 27.20 | 41.10 |
| Complaints Withdrawn by Complainants (29 CFR 1614.704(h)) | | | | | | |
| Total complaints withdrawn by complainants | 44 | 58 | 28 | 31 | 41 | 16 |

| Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i)) | Comparative Data (29 CFR 1614.705) | | | | | | | | | | FY 2009 Thru 09/30/2009 | |
|--|------------------------------------|-----|---------|---|---------|-----|---------|-----|---------|---|----------------------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | FY 2004 | | FY 2005 | | FY 2006 | | FY 2007 | | FY 2008 | | | |
| | # | % | # | % | # | % | # | % | # | % | | |
| Total number of findings | 2 | | 0 | | 1 | | 1 | | 0 | | 1 | |
| Total without a hearing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total with a hearing | 2 | 100 | 0 | 0 | 1 | 100 | 1 | 100 | 0 | 0 | 1 | 100 |

| Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2009 Thru 09/30/2009 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2004 | FY 2005 | FY 2006 | FY 2007 | FY 2008 | |
| Total complaints from previous Fiscal Years | 465 | 469 | 303 | 290 | 336 | 326 |
| Total complainants from previous Fiscal Years | N/A | N/A | N/A | N/A | N/A | N/A |
| Number of Complaints Pending | | | | | | |
| Investigation | N/A | N/A | 8 | 2 | 1 | 0 |
| Hearing | N/A | N/A | 78 | 102 | 156 | 95 |
| Final Action | N/A | N/A | 5 | 2 | 7 | 2 |
| Appeal with EEOC Office of Federal Operations | N/A | N/A | N/A | N/A | 53 | 50 |

| Complaint Investigations (29 CFR 1614.704(m)) | Comparative Data (29 CFR 1614.705) | | | | | FY 2009 Thru 09/30/2009 |
|---|------------------------------------|---------|---------|---------|---------|-------------------------------|
| | Previous Fiscal Year Data | | | | | |
| | FY 2004 | FY 2005 | FY 2006 | FY 2007 | FY 2008 | |
| Pending Complaints Where Investigation Exceeds Required Time Frames | 63 | 0 | 0 | 0 | 0 | 2 |