

**Pacific 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	933	887	698	683	804	865
Number of Complainants	861	823	629	640	732	810
Repeat Filers	N/A	N/A	N/A	36	63	38

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	345	320	294	230	234	279
Color	132	111	115	129	119	145
Religion	57	53	38	48	52	62
Reprisal	343	303	347	319	449	433
Sex	408	404	302	277	334	321
National Origin	205	155	173	143	146	144
Equal Pay Act	0	3	1	0	0	0
Age	299	255	218	241	278	275
Disability	359	388	317	332	430	474
Non-EEO	N/A	N/A	N/A	12	10	6

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	12	12	7	10	17	14
Assignment of Duties	32	46	54	47	55	51
Awards	3	2	2	0	5	2
Conversion to Full Time	4	5	7	1	4	7
Disciplinary Action						
Demotion	2	0	1	1	0	0
Reprimand	13	60	64	47	73	58
Suspension	56	52	45	70	77	77
Removal	92	92	79	40	70	86
Other	0	0	0	17	16	40
Duty Hours	53	38	36	29	77	63
Evaluation/Appraisal	6	5	2	9	6	2
Examination/Test	3	2	0	2	0	0
Harassment						
Non-Sexual	221	214	163	181	217	244
Sexual	28	25	15	8	27	13
Medical Examination	7	2	6	4	9	2
Pay (Including Overtime)	22	67	51	78	96	75
Promotion/Non-Selection	42	35	28	20	25	22
Reassignment						
Denied	42	33	15	14	34	27
Directed	6	5	6	6	16	55
Reasonable Accommodation	82	82	77	93	134	217
Reinstatement	7	4	5	5	6	3
Retirement	6	6	1	2	5	9
Termination	70	86	51	70	43	42
Terms/Conditions of Employment	130	116	189	143	243	189
Time and Attendance	56	81	64	63	79	87
Training	4	17	12	6	9	10
Other	0	29	20	40	41	29

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 2009 Thru 09/30/2009
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	260.34	207.72	118.31	104.52	109.72	116.29
Average number of days in final action stage	254.34	144.67	84.69	69.15	55.37	50.71
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	264.16	203.15	107.78	93.78	108.65	114.72
Average number of days in final action stage	82.60	93.94	21.61	33.21	11.08	10.35
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	257.04	210.89	125.09	108.84	110.68	117.68
Average number of days in final action stage	556.94	203.08	161.39	119.28	109.50	125.97

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)	283	332	249	136	189	311
Average days pending prior to dismissal	76.18	55.0	32.35	16.85	27.08	40.90
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	183	85	70	49	53	62

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	14		31		20		12		22		22	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	14	100	31	100	20	100	12	100	22	100	22	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	1508	1336	853	639	628	659
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	10	5	3	2
Hearing	N/A	N/A	196	222	297	229
Final Action	N/A	N/A	30	23	15	1
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	187	177

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	128	3	1	1	3	4