

**Southwest 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	1149	987	935	999	1001	225
Number of Complainants	1077	911	858	944	925	225
Repeat Filers	N/A	N/A	N/A	47	62	0

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	500	440	375	448	426	89
Color	133	164	146	173	156	24
Religion	113	43	34	36	48	8
Reprisal	396	423	342	445	444	93
Sex	558	498	434	497	435	98
National Origin	171	160	174	126	79	20
Equal Pay Act	2	0	0	0	0	0
Age	343	317	274	314	298	69
Disability	480	421	371	459	387	78
Non-EEO	N/A	N/A	N/A	16	23	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	18	18	20	14	14	3
Assignment of Duties	99	94	93	77	82	16
Awards	4	3	4	2	3	0
Conversion to Full Time	3	8	2	0	3	0
Disciplinary Action						
Demotion	1	2	2	4	4	2
Reprimand	28	103	82	90	118	32
Suspension	26	30	57	84	97	25
Removal	49	71	87	48	76	16
Other	0	0	0	23	28	21
Duty Hours	127	73	89	88	88	7
Evaluation/Appraisal	3	3	8	13	8	0
Examination/Test	4	3	4	6	2	0
Harassment						
Non-Sexual	215	216	209	232	181	44
Sexual	45	39	20	25	24	7
Medical Examination	9	2	8	1	10	5
Pay (Including Overtime)	50	96	108	103	126	19
Promotion/Non-Selection	51	53	42	34	50	8
Reassignment						
Denied	35	44	39	47	18	8
Directed	22	22	21	30	21	4
Reasonable Accommodation	57	39	51	79	67	12
Reinstatement	3	3	3	1	3	2
Retirement	3	3	4	5	3	0
Termination	74	108	80	69	63	19
Terms/Conditions of Employment	225	253	288	261	332	62
Time and Attendance	84	120	97	113	120	22
Training	4	30	16	15	12	6
Other	0	0	34	36	39	20

Processing Time (29 CFR 1614.704(f))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 12/31/2008
<i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Complaints pending (<i>for any length of time</i>) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	211.14	201.14	103.48	107.94	100.03	104.44
Average number of days in final action stage	89.08	81.23	68.55	87.96	72.07	109.83
Complaints pending (<i>for any length of time</i>) during the fiscal year where a hearing was requested (1614.704(f)(3))						
Average number of days in investigation stage	202.00	200.08	101.49	99.74	99.84	103.42
Average number of days in final action stage	41.73	42.01	16.49	42.16	18.09	44.97
Complaints pending (<i>for any length of time</i>) during the fiscal year where a hearing was not requested (1614.704(f)(2))						
Average number of days in investigation stage	218.35	201.93	105.01	111.89	100.20	105.15
Average number of days in final action stage	177.21	120.23	136.83	134.80	130.31	170.87

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)	357	345	302	166	381	126
Average days pending prior to dismissal	68.94	49.25	22.53	25.72	26.93	35.64
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	122	137	60	80	67	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	13		10		13		13		11		5	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	13	100	10	100	13	100	13	100	11	100	5	100

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))	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	13		10		13		13		11			
Appointment/Hire	0	0	0	0	0	0	1	7.7	0	0	0	0
Assignment of Duties	1	7.7	1	10	0	0	1	7.7	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	0	0	1	7.7	1	7.7	0	0	0	0
Suspension	1	7.7	0	0	1	7.7	0	0	1	9.1	0	0
Removal	0	0	1	10	1	7.7	0	0	0	0	1	20
Other	0	0	1	10	0	0	0	0	1	9.1	0	0
Duty Hours	1	7.7	2	20	0	0	0	0	0	0	2	40
Evaluation/Appraisal	0	0	0	0	2	15.4	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	3	23.1	0	0	0	0	0	0	1	9.1	1	20
Sexual	2	15.4	3	30	0	0	1	7.7	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	1	9.1	0	0
Pay Including Overtime	2	15.4	0	0	0	0	1	7.7	1	9.1	0	0
Promotion/Non-Selection	1	7.7	0	0	0	0	0	0	2	18.2	0	0
Reassignment												
Denied	0	0	0	0	0	0	2	15.4	0	0	0	0
Directed	1	7.7	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	7.7	0	0	4	30.1	4	30.8	1	9.1	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	1	7.7	2	15.4	0	0	0	0
Terms/Conditions of Employment	1	7.7	1	10	1	7.7	0	0	2	18.2	1	20
Time and Attendance	0	0	1	10	2	15.4	0	0	0	0	0	0
Training	0	0	2	20	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	7.7	0	0	2	18.2	0	0
Findings after a hearing												
Appointment/Hire	0	0	0	0	0	0	1	100	0	0	0	0
Assignment of Duties	1	100	1	100	0	0	1	100	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	0	0	1	100	1	100	0	0	0	0
Suspension	1	100	0	0	1	100	0	0	1	100	0	0
Removal	0	0	1	100	1	100	0	0	0	0	1	100
Other	0	0	1	100	0	0	0	0	1	100	0	0
Duty Hours	1	100	2	100	0	0	0	0	0	0	2	100
Evaluation/Appraisal	0	0	0	0	2	100	0	0	0	0	0	0

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	1475	1128	835	701	786	742
Total complainants from previous Fiscal Years	N/A	N/A	N/A	N/A	N/A	683
Number of Complaints Pending						
Investigation	N/A	N/A	13	4	3	117
Hearing	N/A	N/A	179	206	233	389
Final Action	N/A	N/A	25	20	17	30
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	219	305

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	200	7	6	1	1	2

