

**Western 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	678	685	744	738	707	655
Number of Complainants	662	617	674	695	647	612
Repeat Filers	N/A	N/A	N/A	35	48	37

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	227	219	258	215	215	185
Color	87	86	104	91	87	86
Religion	98	31	45	26	28	25
Reprisal	270	321	355	324	336	291
Sex	294	310	337	307	312	112
National Origin	90	83	97	58	57	160
Equal Pay Act	0	0	0	1	0	18
Age	222	217	249	387	244	41
Disability	346	319	348	311	320	296
Non-EEO	N/A	N/A	N/A	24	9	46

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	20	19	19	15	26	7
Assignment of Duties	37	71	69	61	59	40
Awards	3	2	4	3	1	1
Conversion to Full Time	7	1	4	1	1	6
Disciplinary Action						
Demotion	3	0	0	1	2	3
Reprimand	19	61	55	63	74	68
Suspension	26	31	33	58	81	67
Removal	50	67	66	49	56	62
Other	0	0	0	19	23	30
Duty Hours	57	46	67	43	36	48
Evaluation/Appraisal	6	12	8	8	6	6
Examination/Test	4	5	5	0	3	1
Harassment						
Non-Sexual	144	205	235	262	261	247
Sexual	20	23	22	26	22	19
Medical Examination	3	5	10	5	2	13
Pay (Including Overtime)	20	58	61	67	71	78
Promotion/Non-Selection	36	42	44	32	46	16
Reassignment						
Denied	17	18	29	27	14	13
Directed	14	4	6	8	4	25
Reasonable Accommodation	78	78	70	85	64	73
Reinstatement	3	8	8	2	3	1
Retirement	1	4	2	1	1	9
Termination	38	80	74	68	49	28
Terms/Conditions of Employment	89	106	155	129	157	122
Time and Attendance	56	55	68	81	82	90
Training	2	10	14	16	4	12
Other	0	0	35	35	35	41

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	363.91	253.04	118.43	106.94	104.87	118.06
Average number of days in final action stage	200.49	103.48	73.86	74.45	72.32	73.77
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	339.43	213.51	119.27	105.24	105.17	117.90
Average number of days in final action stage	72.69	31.83	16.84	9.57	10.97	11.96
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	376.38	273.61	117.95	107.57	104.65	118.18
Average number of days in final action stage	316.72	168.35	123.04	142.01	123.66	139.80

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)	281	296	265	155	253	259
Average days pending prior to dismissal	111.35	111.4	44.65	15.55	22.43	31.19
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	91	83	65	57	52	44

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	4		8		8		8		14		12	
Total without a hearing	1	25	0	0	0	0	0	0	0	0	0	0
Total with a hearing	3	75	8	100	8	100	8	100	14	100	12	100

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))	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	4		8		8		8		14		12	
Appointment/Hire	1	25.0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	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	0	0	0	0	2	14.3	0	0
Suspension	0	0	3	37.5	0	0	0	0	0	0	1	8
Removal	0	0	0	0	1	12.5	1	12.5	2	14.3	0	0
Other	0	0	0	0	0	0	1	12.5	0	0	0	0
Duty Hours	0	0	1	12.5	0	0	0	0	3	21.4	1	8
Evaluation/Appraisal	0	0	0	0	0	0	0	0	1	7.1	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	2	25.0	2	25.0	0	0	3	21.4	4	33.3
Sexual	0	0	2	25.0	1	12.5	1	12.5	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0	0	0	1	7.1	0	0
Promotion/Non-Selection	0	0	1	12.5	0	0	1	12.5	0	0	0	0
Reassignment												
Denied	0	0	0	0	1	12.5	0	0	0	0	1	8
Directed	0	0	0	0	0	0	0	0	0	0	1	8
Reasonable Accommodation	3	75.0	2	25.0	2	25.0	0	0	1	7.1	3	25
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	0	0	2	25.0	2	14.3	0	0
Terms/Conditions of Employment	0	0	1	12.5	0	0	1	12.5	2	14.3	3	25
Time and Attendance	0	0	2	25.0	0	0	0	0	0	0	1	8
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	12.5	1	12.5	0	0	1	8
Findings after a hearing												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	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	0	0	0	0	2	100	0	0
Suspension	0	0	3	100	0	0	0	0	0	0	1	100
Removal	0	0	0	0	1	100	1	100	2	100	0	0
Other	0	0	0	0	0	0	1	100	0	0	0	0
Duty Hours	0	0	1	100	0	0	0	0	3	100	1	100
Evaluation/Appraisal	0	0	0	0	0	0	0	0	1	100	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 09/30/2009
	Previous Fiscal Year Data					
	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	
Total complaints from previous Fiscal Years	1115	795	823	634	609	528
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	17	11	2	12
Hearing	N/A	N/A	214	198	217	180
Final Action	N/A	N/A	11	15	20	15
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	151	119

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	163	7	5	2	3	5

