

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: March 31, 2018

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Number of Complaints Filed	4384	4088	3856	4127	4028	1993
Number of Complainants	4131	3854	3625	3884	3807	1959
Repeat Filers	241	224	209	226	205	31

Complaints by Basis 29 CFR 1614.704(d)	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	2079	1937	1799	1856	1741	887
Color	723	685	657	729	704	377
Religion	211	194	169	177	187	93
Reprisal	2124	1988	1878	1926	1915	1024
Sex	1888	1776	1708	1836	1837	996
PDA	24	22	41	45	35	24
National Origin	401	368	315	482	539	234
Equal Pay Act	2	0	1	6	2	2
Age	1599	1504	1383	1436	1355	707
Disability	1505	1495	1348	1429	1408	738
Genetic Information	51	57	55	55	58	31
Non-EEO	9	16	19	4	5	3

Complaints by Issue 29 CFR 1614.704(e)	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	90	74	89	49	45	23
Assignment of Duties	297	259	255	267	284	108
Awards	2	11	14	13	10	4
Conversion to Full Time	12	19	18	11	13	7
Disciplinary Action						
Demotion	22	12	17	17	13	2
Reprimand	521	504	445	444	434	196
Suspension	532	484	387	438	383	189
Removal	456	415	363	391	354	202
Other (Emergency Placement)	305	276	221	256	301	177
Duty Hours	357	349	301	416	333	175
Examination/Test	16	10	9	8	2	1
Harassment						
Non-Sexual	1211	1146	943	1073	1219	702
Sexual	93	107	95	113	149	66
Medical Examination	24	26	11	40	26	8
Pay (Including Overtime)	594	535	488	626	632	302
Perf. Eval./Appraisal	28	17	25	38	29	13
Promotion/Non-Selection	217	241	227	253	266	99
Reassignment						
Denied	145	95	69	84	72	49
Directed	141	126	83	70	42	41
Reasonable Accommodation Disability	465	514	487	490	503	293
Reinstatement	20	16	11	7	8	4
Religious Accommodation	n/a	n/a	n/a	n/a	20	9
Retirement	28	26	18	19	13	8
Sex-Stereotyping	n/a	n/a	n/a	n/a	60	28
Telework	n/a	n/a	n/a	n/a	0	0
Termination	304	277	331	314	291	105
Terms/Conditions of Employment	1297	1267	1279	1361	1133	556
Time and Attendance	630	603	534	576	549	309
Training	97	77	53	76	90	52
Other	230	228	256	74	0	0

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 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Complaints pending (<i>for any length of time</i>) during the fiscal year 1614.704(f)(1)						
Average number of days in investigation stage	137.98	138.23	118.35	109.66	123.98	126.54
Average number of days in final action stage	34.68	31.29	25.44	25.75	26.83	29.17
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	140.96	140.69	122.63	111.47	128.47	128.60
Average number of days in final action stage	15.53	15.19	17.67	20.22	17.99	27.02
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	113.35	133.54	110.37	106.85	118.35	124.43
Average number of days in final action stage	32.28	37.37	34.54	32.18	34.12	31.01

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	1239	1246	1116	1110	1070	506
Average days pending prior to dismissal	30.94	30.26	26.77	23.67	25.8	22.47
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	258	259	224	208	201	112

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 03/31/18	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	34		29		23		17		25		13	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	34	100	29	100	23	100	17	100	25	100	13	100

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 03/31/18	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	34		29		23		17		25		13	
Appointment/Hire	1	2.9	0	0	0	0	1	6	0	0	0	0
Assignment of Duties	0	0	0	0	1	4	1	6	0	0	1	8
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	2	5.9	2	7	3	13	2	12	1	4	3	23
Suspension	3	8.8	1	3	3	13	0	0	4	16	2	15
Removal	3	8.8	5	17	5	22	2	12	0	0	0	0
Other (Emergency Placement)	1	2.9	1	3	3	13	1	6	2	8	0	0
Duty Hours	2	5.9	2	7	2	9	0	0	1	4	3	23
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	13	38.2	7	24	10	43	6	35	6	24	7	54
Sexual	3	8.8	2	7	2	9	0	0	1	4	1	8
Medical Examination	1	2.9	0	0	0	0	0	0	0	0	0	0
Pay Including Overtime	0	0	1	3	3	13	0	0	0	0	1	8
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	3	8.8	3	10	1	4	2	12	3	12	0	0
Reassignment												
Denied	1	2.9	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	3	0	0	0	0	0	0	1	8
Reasonable Accommodation Disability	2	5.9	6	21	6	26	5	29	7	28	9	69
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Telework	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Termination	1	2.9	1	3	1	0	0	0	2	8	0	0
Terms/Conditions of Employment	3	8.8	2	7	4	17	3	18	2	8	2	15
Time and Attendance	3	8.8	0	0	4	17	1	6	3	12	3	23

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (Emergency Placement)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	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	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Telework	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	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 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Total complaints from previous Fiscal Years	3875	4325	2267	2558	3010	3982
Total complainants from previous Fiscal Years	3431	3783	1981	2226	2657	3506
Number of Complaints Pending						
Investigation	1	0	3	2	32	85
ROI issued, pending Complainant's action	2	3	0	1	0	44
Hearing	1626	1902	2226	2540	2905	3683

Final Action	32	37	33	16	37	96
Appeal with EEOC Office of Federal Operations	1324	1037	13	2	340	342

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 03/31/18
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Pending Complaints Where Investigation Exceeds Required Time Frames	5	72	2	0	0	0