

## 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: December 31, 2017

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 12/31/17
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Number of Complaints Filed	4384	4088	3856	4127	4028	965
Number of Complainants	4131	3854	3625	3884	3807	960
Repeat Filers	241	224	209	226	205	5

Complaints by Basis 29 CFR 1614.704(d)	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 12/31/17
	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	417
Color	723	685	657	729	704	174
Religion	211	194	169	177	187	47
Reprisal	2124	1988	1878	1926	1915	480
Sex	1888	1776	1708	1836	1837	468
PDA	24	22	41	45	35	11
National Origin	401	368	315	482	539	114
Equal Pay Act	2	0	1	6	2	1
Age	1599	1504	1383	1436	1355	337
Disability	1505	1495	1348	1429	1408	357
Genetic Information	51	57	55	55	58	14
Non-EEO	9	16	19	4	5	1

Complaints by Issue 29 CFR 1614.704(e)	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 12/31/17
	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	14
Assignment of Duties	297	259	255	267	284	52
Awards	2	11	14	13	10	1
Conversion to Full Time	12	19	18	11	13	3
Disciplinary Action						
Demotion	22	12	17	17	13	1
Reprimand	521	504	445	444	434	100
Suspension	532	484	387	438	383	74
Removal	456	415	363	391	354	82
Other (Emergency Placement)	305	276	221	256	301	76
Duty Hours	357	349	301	416	333	79
Examination/Test	16	10	9	8	2	0
Harassment						
Non-Sexual	1211	1146	943	1073	1219	325
Sexual	93	107	95	113	149	28
Medical Examination	24	26	11	40	26	5
Pay (Including Overtime)	594	535	488	626	632	138
Perf. Eval./Appraisal	28	17	25	38	29	6
Promotion/Non-Selection	217	241	227	253	266	52
Reassignment						
Denied	145	95	69	84	72	25
Directed	141	126	83	70	42	14
Reasonable Accommodation Disability	465	514	487	490	503	136
Reinstatement	20	16	11	7	8	1
Religious Accommodation	n/a	n/a	n/a	n/a	20	6
Retirement	28	26	18	19	13	4
Sex-Stereotyping	n/a	n/a	n/a	n/a	60	11
Telework	n/a	n/a	n/a	n/a	0	0
Termination	304	277	331	314	291	47
Terms/Conditions of Employment	1297	1267	1279	1361	1133	259
Time and Attendance	630	603	534	576	549	133
Training	97	77	53	76	90	17
Other	230	228	256	74	0	0

<b>Processing Time</b> (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>	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2018 Thru 12/31/17</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
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	124.26
Average number of days in final action stage	34.68	31.29	25.44	25.75	26.83	33.28
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was requested</b> (1614.704(f)(3))						
Average number of days in investigation stage	140.96	140.69	122.63	111.47	128.47	125.62
Average number of days in final action stage	15.53	15.19	17.67	20.22	17.99	36.26
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was not requested</b> (1614.704(f)(2))						
Average number of days in investigation stage	113.35	133.54	110.37	106.85	118.35	123.73
Average number of days in final action stage	32.28	37.37	34.54	32.18	34.12	31.11

<b>Complaints Dismissed by Agency</b> (29 CFR 1614.704(g))	<b>Comparative Data</b> (29 CFR 1614.705)					<b>FY 2018 Thru 12/31/17</b>
	<b>Previous Fiscal Year Data</b>					
	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	1239	1246	1116	1110	1070	258
Average days pending prior to dismissal	30.94	30.26	26.77	23.67	25.8	21.77
<b>Complaints Withdrawn by Complainants</b> (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	258	259	224	208	201	53

<b>Total Final Actions Involving a Finding of Discrimination</b> (29 CFR 1614.704(i))	<b>Comparative Data</b> (29 CFR 1614.705)										<b>FY 2018 Thru 12/31/17</b>	
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2013</b>		<b>FY 2014</b>		<b>FY 2015</b>		<b>FY 2016</b>		<b>FY 2017</b>			
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>		
Total number of findings	34		29		23		17		25		5	
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	5	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 12/31/17	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total number of findings</b>	34		29		23		17		25		5	
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	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	2	5.9	2	7	3	13	2	12	1	4	2	40
Suspension	3	8.8	1	3	3	13	0	0	4	16	1	20
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	1	20
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	2	40
Sexual	3	8.8	2	7	2	9	0	0	1	4	0	0
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	0	0
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	20
Reasonable Accommodation Disability	2	5.9	6	21	6	26	5	29	7	28	4	80
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	0	0
Time and Attendance	3	8.8	0	0	4	17	1	6	3	12	1	20



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 12/31/17
	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	4643
Total complainants from previous Fiscal Years	3431	3783	1981	2226	2657	4070
<b>Number of Complaints Pending</b>						
Investigation	1	0	3	2	32	371
ROI issued, pending Complainant's action	2	3	0	1	0	162
Hearing	1626	1902	2226	2540	2905	3872

Final Action	32	37	33	16	37	133
Appeal with EEOC Office of Federal Operations	1324	1037	13	2	340	338

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 12/31/17
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
<b>Pending Complaints Where Investigation Exceeds Required Time Frames</b>	5	72	2	0	0	3