

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, 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 09/30/2018
	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Number of Complaints Filed	4384	4088	3856	4127	4028	4095
Number of Complainants	4131	3854	3625	3884	3807	3888
Repeat Filers	241	224	209	226	205	190

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	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	1812
Color	723	685	657	729	704	772
Religion	211	194	169	177	187	179
Reprisal	2124	1988	1878	1926	1915	2060
Sex	1888	1776	1708	1836	1837	2026
PDA	24	22	41	45	35	53
National Origin	401	368	315	482	539	503
Equal Pay Act	2	0	1	6	2	4
Age	1599	1504	1383	1436	1355	1452
Disability	1505	1495	1348	1429	1408	1563
Genetic Information	51	57	55	55	58	60
Non-EEO	9	16	19	4	5	2

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	Previous Fiscal Year Data					
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	
Appointment/Hire	90	74	89	49	45	59
Assignment of Duties	297	259	255	267	284	213
Awards	2	11	14	13	10	9
Conversion to Full Time	12	19	18	11	13	17
Disciplinary Action						
Demotion	22	12	17	17	13	7
Reprimand	521	504	445	444	434	406
Suspension	532	484	387	438	383	402
Removal	456	415	363	391	354	432
Other (Emergency Placement)	305	276	221	256	301	379
Duty Hours	357	349	301	416	333	371
Examination/Test	16	10	9	8	2	1
Harassment						
Non-Sexual	1211	1146	943	1073	1219	1457
Sexual	93	107	95	113	149	134
Medical Examination	24	26	11	40	26	13
Pay (Including Overtime)	594	535	488	626	632	602
Perf. Eval./Appraisal	28	17	25	38	29	20
Promotion/Non-Selection	217	241	227	253	266	231
Reassignment						
Denied	145	95	69	84	72	99
Directed	141	126	83	70	42	97
Reasonable Accommodation Disability	465	514	487	490	503	620
Reinstatement	20	16	11	7	8	9
Religious Accommodation	N/A	N/A	N/A	N/A	20	18
Retirement	28	26	18	19	13	17
Sex-Stereotyping	N/A	N/A	N/A	N/A	60	66
Telework	N/A	N/A	N/A	N/A	0	1
Termination	304	277	331	314	291	245
Terms/Conditions of Employment	1297	1267	1279	1361	1133	1160
Time and Attendance	630	603	534	576	549	594
Training	97	77	53	76	90	94
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 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
Complaints pending (for any length of time) 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		128.24	
Average number of days in final action stage	34.68		31.29		25.44		25.75		26.83		25.62	
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	140.96		140.69		122.63		111.47		128.47		129.94	
Average number of days in final action stage	15.53		15.19		17.67		20.22		17.99		20.28	
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	113.35		133.54		110.37		106.85		118.35		123.23	
Average number of days in final action stage	32.28		37.37		34.54		32.18		34.12		32.00	

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018	
	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		1038	
Average days pending prior to dismissal	30.94		30.26		26.77		23.67		25.80		22.37	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	258		259		224		208		201		244	

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	34		29		23		17		26		20	
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	26	100	20	100

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2018 Thru 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	34		29		23		17		26		20	
Race	3	8.8	3	10	4	17	3	18	6	23	2	10
Color	1	2.9	0	0	1	4	1	6	3	12	0	0
Religion	1	2.9	1	3	0	0	0	0	1	4	0	0
Reprisal	22	64.7	16	55	14	61	7	41	12	46	12	60
Sex	7	20.6	5	17	6	26	3	18	5	19	2	10
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	3	1	4	0	0	3	12	1	5
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	8.8	2	7	0	0	0	0	2	8	3	15
Disability	9	26.5	8	28	8	35	8	47	12	46	13	65
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	1	2.9	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Race	3	100	3	100	4	100	3	100	6	100	2	100
Color	1	100	0	0	1	100	1	100	3	100	0	0
Religion	1	100	1	100	0	0	0	0	1	100	0	0
Reprisal	22	100	16	100	14	100	7	100	12	100	12	100
Sex	7	100	5	100	6	100	3	100	5	100	2	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	1	100	0	0	3	100	1	100
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	3	100	2	100	0	0	0	0	2	100	3	100
Disability	9	100	8	100	8	100	8	100	12	100	13	100
Genetic Information	0	0	0	0	0	0	0	0	0	0	0	0
Non EEO	1	100	0	0	0	0	0	0	0	0	0	0
Findings without a hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
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 09/30/2018	
	Previous Fiscal Year Data											
	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	34		29		23		17		26		20	
Appointment/Hire	1	2.9	0	0	0	0	1	6	1	4	0	0
Assignment of Duties	0	0	0	0	1	4	1	6	0	0	2	10
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	15
Suspension	3	8.8	1	3	3	13	0	0	4	15	3	15
Removal	3	8.8	5	17	5	22	2	12	0	0	2	10
Other (Emergency Placement)	1	2.9	1	3	3	13	1	6	2	8	2	10
Duty Hours	2	5.9	2	7	2	9	0	0	1	4	2	10
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	23	9	45
Sexual	3	8.8	2	7	2	9	0	0	1	4	1	5
Medical Examination	1	2.9	0	0	0	0	0	0	0	0	2	10
Pay Including Overtime	0	0	1	3	3	13	0	0	0	0	1	5
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	2	10
Reasonable Accommodation Disability	2	5.9	6	21	6	26	5	29	7	27	10	50
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	1	4	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	4	0	0	2	8	2	10
Terms/Conditions of Employment	3	8.8	2	7	4	17	3	18	2	8	2	10
Time and Attendance	3	8.8	0	0	4	17	1	6	3	12	3	15
Training	0	0	0	0	0	0	0	0	0	0	2	10
Other	3	8.8	1	3	1	4	0	0	0	0	0	0
Findings after a hearing												
Appointment/Hire	1	100	0	0	0	0	1	100	1	100	0	0
Assignment of Duties	0	0	0	0	1	100	1	100	0	0	2	100
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	100	2	100	3	100	2	100	1	100	3	100
Suspension	3	100	1	100	3	100	0	0	4	100	3	100
Removal	3	100	5	100	5	100	2	100	0	0	2	100
Other (Emergency Placement)	1	100	1	100	3	100	1	100	2	100	2	100
Duty Hours	2	100	2	100	2	100	0	0	1	100	2	100
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	13	100	7	100	10	100	6	100	6	100	9	100

Sexual	3	100	2	100	2	100	0	0	1	100	1	100
Medical Examination	1	100	0	0	0	0	0	0	0	0	2	100
Pay Including Overtime	0	0	1	100	3	100	0	0	0	0	1	100
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	3	100	3	100	1	100	2	100	3	100	0	0
Reassignment												
Denied	1	100	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	2	100
Reasonable Accommodation Disability	2	100	6	100	6	100	5	100	7	100	10	100
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	1	100	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	100	1	100	1	100	0	0	2	100	2	100
Terms/Conditions of Employment	3	100	2	100	4	100	3	100	2	100	2	100
Time and Attendance	3	100	0	0	4	100	1	100	3	100	3	100
Training	0	0	0	0	0	0	0	0	0	0	2	100
Other	3	100	1	100	1	100	0	0	0	0	0	0
Findings without 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	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 09/30/2018
	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	2715
Total complainants from previous Fiscal Years	3431	3783	1981	2226	2657	2411
Number of Complaints Pending						
Investigation	1	0	3	2	32	32
ROI issued, pending Complainant's action	2	3	0	1	0	1
Hearing	1626	1902	2226	2540	2905	2583
Final Action	32	37	33	16	37	45
Appeal with EEOC Office of Federal Operations	1324	1037	13	2	340	343

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2018 Thru 09/30/2018
	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	1