

**Capital Metro 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, 2020

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Number of Complaints Filed	491	482	542	571	487	475
Number of Complainants	462	453	507	546	470	447
Repeat Filers	27	27	32	21	15	27

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	235	217	260	242	244	210
Color	105	94	113	107	94	106
Religion	20	22	23	26	53	37
Reprisal	233	218	245	286	234	256
Sex	220	209	240	291	223	228
PDA	3	4	2	5	6	8
National Origin	36	39	60	38	71	55
Equal Pay Act	0	1	1	1	13	16
Age	160	160	174	190	129	135
Disability	190	177	202	250	212	202
Genetic Information	3	11	12	10	18	3
Non-EEO	3	0	0	0	0	1

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	14	7	7	5	15	10
Assignment of Duties	33	31	32	29	46	46
Awards	0	2	0	1	1	0
Conversion to Full Time	5	0	1	4	2	1
Disciplinary Action						
Demotion	0	2	2	0	2	2
Reprimand	64	49	50	55	57	43
Suspension	61	52	48	46	42	40
Removal	44	43	47	40	51	53
Other (Emergency Placement)	35	40	61	65	55	63
Duty Hours	31	54	35	68	58	37
Examination/Test	1	1	0	0	1	0
Harassment						
Non-Sexual	121	103	167	217	211	196
Sexual	13	17	26	25	14	18
Medical Examination	1	4	5	1	0	3
Pay (Including Overtime)	75	64	92	93	85	69
Perf. Eval./Appraisal	4	3	3	0	0	2
Promotion/Non-Selection	24	24	32	24	28	30
Reassignment						
Denied	4	9	8	13	9	10
Directed	10	3	4	13	21	17
Reasonable Accommodation Disability	72	65	74	113	93	102
Reinstatement	4	0	1	1	2	0
Religious Accommodation	N/A	N/A	4	1	4	4
Retirement	3	2	2	2	0	1
Sex-Stereotyping	N/A	N/A	9	16	8	8
Telework	N/A	N/A	0	0	0	0
Termination	33	30	35	41	29	20
Terms/Conditions of Employment	167	170	174	182	139	111
Time and Attendance	84	91	97	92	75	83
Training	7	9	10	18	19	12
Other	40	15	0	0	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 2020 Thru 09/30/2020	
	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019			
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))												
Average number of days in investigation stage	114.00		111.50		123.10		129.04		133.85		129.19	
Average number of days in final action stage	25.44		26.34		24.96		22.39		20.84		17.96	
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	117.51		114.35		127.44		132.99		136.93		129.49	
Average number of days in final action stage	18.70		22.14		18.33		17.40		13.98		12.81	
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	107.64		107.52		117.47		123.59		128.61		129.52	
Average number of days in final action stage	34.47		31.67		31.40		29.04		29.46		25.87	

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2020 Thru 09/30/2020	
	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019			
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	118		145		137		140		88		150	
Average days pending prior to dismissal	29.94		24.67		26.08		24.13		24.22		32.59	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	23		18		23		29		23		26	

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2020 Thru 09/30/2020	
	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	3		7		9		5		1		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	3	100	7	100	9	100	5	100	1	100	2	100

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2020 Thru 09/30/2020	
	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	3		7		9		5		1		2	
Race	1	33	2	29	3	33	0	0	0	0	0	0
Color	1	33	0	0	1	11	0	0	0	0	0	0
Religion	0	0	0	0	1	11	0	0	0	0	0	0
Reprisal	2	67	3	43	4	44	2	40	0	0	0	0
Sex	1	33	0	0	4	44	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	1	50
National Origin	0	0	0	0	1	11	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	1	11	0	0	0	0	0	0
Disability	1	33	3	43	3	33	4	80	0	0	1	50
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 after a hearing												
Race	1	100	2	100	3	100	0	0	0	0	0	0
Color	1	100	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	1	100	0	0	0	0	0	0
Reprisal	2	100	3	100	4	100	2	100	0	0	0	0
Sex	1	100	0	0	4	100	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	1	100
National Origin	0	0	0	0	1	100	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	1	100	0	0	0	0	0	0
Disability	1	100	3	100	3	100	4	100	0	0	1	100
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 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 2020 Thru 09/30/2020	
	Previous Fiscal Year Data											
	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	3		7		9		5		1		2	
Appointment/Hire	0	0	0	0	1	11	0	0	0	0	0	0
Assignment of Duties	1	33	0	0	0	0	2	40	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	1	14	0	0	0	0	0	0	0	0
Suspension	1	33	0	0	0	0	1	20	0	0	0	0
Removal	1	33	0	0	0	0	1	20	0	0	0	0
Other (Emergency Placement)	1	33	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	33	0	0	1	11	2	40	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	2	29	1	11	1	20	0	0	0	0
Sexual	0	0	0	0	1	11	0	0	1	100	0	0
Medical Examination	0	0	0	0	0	0	1	20	0	0	0	0
Pay Including Overtime	2	67	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	2	29	3	33	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	1	20	0	0	0	0
Reasonable Accommodation Disability	1	33	3	43	3	33	4	80	0	0	2	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	N/A	N/A	N/A	N/A	1	11	0	0	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	0	0	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	0	0	1	20	0	0	0	0
Time and Attendance	1	33	1	14	1	11	1	20	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	33	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Appointment/Hire	0	0	0	0	1	100	0	0	0	0	0	0
Assignment of Duties	1	100	0	0	0	0	2	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	1	100	0	0	0	0	0	0	0	0
Suspension	1	100	0	0	0	0	1	100	0	0	0	0
Removal	1	100	0	0	0	0	1	100	0	0	0	0
Other (Emergency Placement)	1	100	0	0	0	0	0	0	0	0	0	0
Duty Hours	1	100	0	0	1	100	2	100	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	2	100	1	100	1	100	0	0	0	0

Sexual	0	0	0	0	1	100	0	0	1	100	0	0
Medical Examination	0	0	0	0	0	0	1	100	0	0	0	0
Pay Including Overtime	2	100	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	2	100	3	100	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	1	100	0	0	0	0
Reasonable Accommodation Disability	1	100	3	100	3	100	4	100	0	0	2	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	N/A	N/A	N/A	N/A	1	100	0	0	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	0	0	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	0	0	0	0	1	100	0	0	0	0
Time and Attendance	1	100	1	100	1	100	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	100	0	0	0	0	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	0	0	0	0	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	0	0	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	0	0	0	0	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 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Total complaints from previous Fiscal Years	293	316	344	280	253	227
Total complainants from previous Fiscal Years	266	282	313	261	235	216
Number of Complaints Pending						
Investigation	0	0	0	0	0	2
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	288	314	338	271	245	213
Final Action	5	2	5	7	6	10
Appeal with EEOC Office of Federal Operations	1	0	65	66	66	66

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2020 Thru 09/30/2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	0	0	0	0