

**Headquarters and Inspection Service  
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	157	164	155	160	142	143
Number of Complainants	141	153	145	151	137	135
Repeat Filers	14	10	8	9	4	8

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	74	78	57	69	63	68
Color	27	31	29	31	24	35
Religion	10	14	6	8	15	18
Reprisal	82	77	90	89	86	71
Sex	51	66	60	56	54	60
PDA	0	1	2	2	1	0
National Origin	18	18	21	20	26	33
Equal Pay Act	1	3	1	1	4	10
Age	61	75	64	57	53	53
Disability	53	45	56	57	64	59
Genetic Information	4	2	4	1	0	4
Non-EEO	1	0	2	1	0	0

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	3	1	3	8	6	3
Assignment of Duties	12	12	22	10	22	17
Awards	0	3	1	1	1	1
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	3	1	0	0	0	1
Reprimand	7	15	8	13	12	17
Suspension	8	6	10	20	6	10
Removal	12	15	9	15	16	13
Other (Emergency Placement)	3	9	3	4	7	8
Duty Hours	4	2	4	5	3	1
Examination/Test	0	0	1	1	0	1
Harassment						
Non-Sexual	29	40	41	53	43	48
Sexual	1	0	7	1	4	3
Medical Examination	0	1	1	0	1	0
Pay (Including Overtime)	9	15	15	26	23	13
Perf. Eval./Appraisal	8	22	11	17	6	8
Promotion/Non-Selection	42	43	31	22	21	22
Reassignment						
Denied	4	4	1	6	2	3
Directed	0	1	3	3	4	6
Reasonable Accommodation Disability	14	12	22	19	23	27
Reinstatement	2	2	0	1	0	0
Religious Accommodation	N/A	N/A	0	2	0	0
Retirement	6	1	0	3	1	1
Sex-Stereotyping	N/A	N/A	2	2	5	6
Telework	N/A	N/A	0	1	1	3
Termination	8	3	5	5	9	6
Terms/Conditions of Employment	47	24	43	40	32	26
Time and Attendance	10	5	19	19	17	17
Training	1	3	6	8	5	5
Other	13	5	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	103.13		106.96		128.21		149.95		157.15		129.11	
Average number of days in final action stage	36.12		30.11		27.03		25.44		23.30		18.05	
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	103.33		109.38		125.65		161.46		162.03		129.05	
Average number of days in final action stage	40.25		25.31		19.71		19.62		16.90		14.41	
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	102.77		102.76		134.53		127.82		150.68		129.23	
Average number of days in final action stage	32.44		35.06		38.45		33.90		34.44		28.27	

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)	52		37		33		39		42		47	
Average days pending prior to dismissal	25.69		25.11		31.48		28.95		29.55		45.77	
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	15		12		9		10		6		8	

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	0		0		2		0		1		2	
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	0	0	0	0	2	100	0	0	1	0	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		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total number of findings</b>	0		0		2		0		1		2	
Race	0	0	0	0	1	50	0	0	1	100	1	50
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	2	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	50
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	1	50
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
<b>Findings after a hearing</b>												
Race	0	0	0	0	1	100	0	0	1	100	1	100
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	2	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	1	100
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	1	100
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
<b>Findings without a hearing</b>												
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		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total number of findings</b>	0		0		2		0		1		2	
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	2	100	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	1	100	1	50
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	1	50
Other	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings after a hearing</b>												
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	2	100	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	1	100	1	100
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	1	100
Other	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings without a hearing</b>												
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	69	84	123	134	124	80
Total complainants from previous Fiscal Years	58	78	112	119	108	73
<b>Number of Complaints Pending</b>						
Investigation	0	0	2	2	1	1
ROI issued, pending Complainant's action	0	0	0	0	1	0
Hearing	68	84	120	129	112	70
Final Action	1	1	2	2	2	2
Appeal with EEOC Office of Federal Operations	2	0	15	15	15	15

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