

**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, 2018**

**N/A means Data Not Available**

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Number of Complaints Filed	4088	3856	4127	4028	4095	1023
Number of Complainants	3854	3625	3884	3807	3888	1019
Repeat Filers	224	209	226	205	190	4

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1937	1799	1856	1741	1812	485
Color	685	657	729	704	772	188
Religion	194	169	177	187	179	66
Reprisal	1988	1878	1926	1915	2060	524
Sex	1776	1708	1836	1837	2026	498
PDA	22	41	45	35	53	15
National Origin	368	315	482	539	503	159
Equal Pay Act	0	1	6	2	4	2
Age	1504	1383	1436	1355	1452	332
Disability	1495	1348	1429	1408	1563	393
Genetic Information	57	55	55	58	60	18
Non-EEO	16	19	4	5	2	1

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 12/31/2018
<b>Note:</b> Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Appointment/Hire	74	89	49	45	59	21
Assignment of Duties	259	255	267	284	213	70
Awards	11	14	13	10	9	2
Conversion to Full Time	19	18	11	13	17	9
Disciplinary Action						
Demotion	12	17	17	13	7	2
Reprimand	504	445	444	434	406	91
Suspension	484	387	438	383	402	112
Removal	415	363	391	354	432	109
Other (Emergency Placement)	276	221	256	301	379	88
Duty Hours	349	301	416	333	371	100
Examination/Test	10	9	8	2	1	2
Harassment						
Non-Sexual	1146	943	1073	1219	1457	407
Sexual	107	95	113	149	134	35
Medical Examination	26	11	40	26	13	5
Pay (Including Overtime)	535	488	626	632	602	180
Perf. Eval./Appraisal	17	25	38	29	20	5
Promotion/Non-Selection	241	227	253	266	231	60
Reassignment						
Denied	95	69	84	72	99	30
Directed	126	83	70	42	97	25
Reasonable Accommodation Disability	514	487	490	503	620	151
Reinstatement	16	11	7	8	9	2
Religious Accommodation	N/A	N/A	N/A	20	18	6
Retirement	26	18	19	13	17	0
Sex-Stereotyping	N/A	N/A	N/A	60	66	18
Telework	N/A	N/A	N/A	0	1	2
Termination	277	331	314	291	245	74
Terms/Conditions of Employment	1267	1279	1361	1133	1160	244
Time and Attendance	603	534	576	549	594	147
Training	77	53	76	90	94	26
Other	228	256	74	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 2019 Thru 12/31/2018		
	Previous Fiscal Year Data												
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018				
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))													
Average number of days in investigation stage	138.23		118.35		109.66		123.98		128.24		142.03		
Average number of days in final action stage	31.29		25.44		25.75		26.83		25.62		23.30		
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	140.69		122.63		111.47		128.47		129.94		144.17		
Average number of days in final action stage	15.19		17.67		20.22		17.99		20.28		16.82		
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	133.54		110.37		106.85		118.35		123.23		140.70		
Average number of days in final action stage	37.37		34.54		32.18		34.12		32.00		31.12		

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)										FY 2019 Thru 12/31/2018		
	Previous Fiscal Year Data												
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018				
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	1246		1116		1110		1070		1038		239		
Average days pending prior to dismissal	30.26		26.77		23.67		25.80		22.37		23.92		
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))													
Total complaints withdrawn by complainants	259		224		208		201		244		65		

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2019 Thru 12/31/2018		
	Previous Fiscal Year Data												
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total number of findings	29		23		17		26		20		5		
Total without a hearing	0	0	0	0	0	0	0	0	0	0	0	0	0
Total with a hearing	29	100	23	100	17	100	26	100	20	100	5	100	

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2019 Thru 12/31/2018	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total number of findings</b>	29		23		17		26		20		5	
Race	3	10	4	17	3	18	6	23	2	10	0	0
Color	0	0	1	4	1	6	3	12	0	0	0	0
Religion	1	3	0	0	0	0	1	4	0	0	1	20
Reprisal	16	55	14	61	7	41	12	46	12	60	1	20
Sex	5	17	6	26	3	18	5	19	2	10	1	20
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	3	1	4	0	0	3	12	1	5	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	7	0	0	0	0	2	8	3	15	1	20
Disability	8	28	8	35	8	47	12	46	13	65	1	20
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	3	100	4	100	3	100	6	100	2	100	0	0
Color	0	0	1	100	1	100	3	100	0	0	0	0
Religion	1	100	0	0	0	0	1	100	0	0	1	20
Reprisal	16	100	14	100	7	100	12	100	12	100	1	20
Sex	5	100	6	100	3	100	5	100	2	100	1	20
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	1	100	0	0	3	100	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	100	0	0	0	0	2	100	3	100	1	20
Disability	8	100	8	100	8	100	12	100	13	100	1	20
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 2019 Thru 12/31/2018	
	Previous Fiscal Year Data											
	FY 2014		FY 2015		FY 2016		FY 2017		FY 2018		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total number of findings</b>	29		23		17		26		20		5	
Appointment/Hire	0	0	0	0	1	6	1	4	0	0	0	0
Assignment of Duties	0	0	1	4	1	6	0	0	2	10	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	7	3	13	2	12	1	4	3	15	0	0
Suspension	1	3	3	13	0	0	4	15	3	15	0	0
Removal	5	17	5	22	2	12	0	0	2	10	0	0
Other (Emergency Placement)	1	3	3	13	1	6	2	8	2	10	0	0
Duty Hours	2	7	2	9	0	0	1	4	2	10	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	7	24	10	43	6	35	6	23	9	45	1	20
Sexual	2	7	2	9	0	0	1	4	1	5	1	20
Medical Examination	0	0	0	0	0	0	0	0	2	10	0	0
Pay Including Overtime	1	3	3	13	0	0	0	0	1	5	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	3	10	1	4	2	12	3	12	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	3	0	0	0	0	0	0	2	10	0	0
Reasonable Accommodation Disability	6	21	6	26	5	29	7	27	10	50	1	20
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	1	4	0	0	1	20
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	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Termination	1	3	1	4	0	0	2	8	2	10	1	20
Terms/Conditions of Employment	2	7	4	17	3	18	2	8	2	10	0	0
Time and Attendance	0	0	4	17	1	6	3	12	3	15	0	0
Training	0	0	0	0	0	0	0	0	2	10	0	0
Other	1	3	1	4	0	0	0	0	0	0	0	0
<b>Findings after a hearing</b>												
Appointment/Hire	0	0	0	0	1	100	1	100	0	0	0	0
Assignment of Duties	0	0	1	100	1	100	0	0	2	100	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	100	3	100	2	100	1	100	3	100	0	0
Suspension	1	100	3	100	0	0	4	100	3	100	0	0
Removal	5	100	5	100	2	100	0	0	2	100	0	0
Other (Emergency Placement)	1	100	3	100	1	100	2	100	2	100	0	0
Duty Hours	2	100	2	100	0	0	1	100	2	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	7	100	10	100	6	100	6	100	9	100	1	20

Sexual	2	100	2	100	0	0	1	100	1	100	1	20
Medical Examination	0	0	0	0	0	0	0	0	2	100	0	0
Pay Including Overtime	1	100	3	100	0	0	0	0	1	100	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	3	100	1	100	2	100	3	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	100	0	0	0	0	0	0	2	100	0	0
Reasonable Accommodation Disability	6	100	6	100	5	100	7	100	10	100	1	20
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	1	100	0	0	1	20
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	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0
Termination	1	100	1	100	0	0	2	100	2	100	1	20
Terms/Conditions of Employment	2	100	4	100	3	100	2	100	2	100	0	0
Time and Attendance	0	0	4	100	1	100	3	100	3	100	0	0
Training	0	0	0	0	0	0	0	0	2	100	0	0
Other	1	100	1	100	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	N/A	N/A	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	N/A	N/A	0	0	0	0	0	0
Telework	N/A	N/A	N/A	N/A	N/A	N/A	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 2019 Thru 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Total complaints from previous Fiscal Years	4325	2267	2558	3010	2715	4295
Total complainants from previous Fiscal Years	3783	1981	2226	2657	2411	3802
<b>Number of Complaints Pending</b>						
Investigation	0	3	2	32	32	455
ROI issued, pending Complainant's action	3	0	1	0	1	185
Hearing	1902	2226	2540	2905	2583	3374
Final Action	37	33	16	37	45	169
Appeal with EEOC Office of Federal Operations	1037	13	2	340	343	343

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2019 Thru 12/31/2018
	Previous Fiscal Year Data					
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
<b>Pending Complaints Where Investigation Exceeds Required Time Frames</b>	72	2	0	0	1	0