

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: March 31, 2021

N/A means Data Not Available

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					FY 2021 Thru 03/31/2021
	Previous Fiscal Year Data					
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
Number of Complaints Filed	4127	4028	4095	3647	3268	1443
Number of Complainants	3884	3807	3888	3540	3106	1411
Repeat Filers	226	205	190	95	144	30

Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					FY 2021 Thru 03/31/2021
	Previous Fiscal Year Data					
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1856	1741	1812	1711	1522	623
Color	729	704	772	749	785	325
Religion	177	187	179	326	256	110
Reprisal	1926	1915	2060	1886	1779	813
Sex	1836	1837	2026	1775	1574	652
PDA	45	35	53	56	46	34
National Origin	482	539	503	596	481	209
Equal Pay Act	6	2	4	49	35	5
Age	1436	1355	1452	1143	1003	419
Disability	1429	1408	1563	1392	1288	546
Genetic Information	55	58	60	79	66	28
Non-EEO	4	5	2	1	1	0

Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					FY 2021 Thru 03/31/2021
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
Appointment/Hire	49	45	59	64	43	30
Assignment of Duties	267	284	213	254	273	126
Awards	13	10	9	14	7	5
Conversion to Full Time	11	13	17	21	10	8
Disciplinary Action						
Demotion	17	13	7	16	15	7
Reprimand	444	434	406	351	323	140
Suspension	438	383	402	374	336	134
Removal	391	354	432	416	354	156
Other (Emergency Placement)	256	301	379	358	367	126
Duty Hours	416	333	371	365	369	181
Examination/Test	8	2	1	5	4	1
Harassment						
Non-Sexual	1073	1219	1457	1468	1393	583
Sexual	113	149	134	118	124	43
Medical Examination	40	26	13	18	49	22
Pay (Including Overtime)	626	632	602	613	490	275
Perf. Eval./Appraisal	38	29	20	19	17	7
Promotion/Non-Selection	253	266	231	230	209	62
Reassignment						
Denied	84	72	99	84	81	38
Directed	70	42	97	102	100	46
Reasonable Accommodation Disability	490	503	620	515	522	219
Reinstatement	7	8	9	5	5	4
Religious Accommodation	N/A	20	18	24	14	12
Retirement	19	13	17	6	8	2
Sex-Stereotyping	N/A	60	66	72	62	44
Telework	N/A	0	1	2	5	1
Termination	314	291	245	267	221	131
Terms/Conditions of Employment	1361	1133	1160	802	663	315
Time and Attendance	576	549	594	517	530	275
Training	76	90	94	92	75	28
Other	74	0	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 2021 Thru 03/31/2021
	Previous Fiscal Year Data					
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
Complaints pending (for any length of time) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	109.66	123.98	128.24	138.97	123.97	118.43
Average number of days in final action stage	25.75	26.83	25.62	22.20	20.38	20.25
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	111.47	128.47	129.94	142.79	125.53	118.86
Average number of days in final action stage	20.22	17.99	20.28	15.35	15.13	16.30
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	106.85	118.35	123.23	134.07	122.32	118.16
Average number of days in final action stage	32.18	34.12	32.00	32.48	28.78	26.88

Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					FY 2021 Thru 03/31/2021
	Previous Fiscal Year Data					
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	1110	1070	1038	906	1039	454
Average days pending prior to dismissal	23.67	25.80	22.37	24.17	38.01	41.66
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	208	201	244	244	202	101

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										FY 2021 Thru 03/31/2021	
	Previous Fiscal Year Data											
	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020			
#	%	#	%	#	%	#	%	#	%	#	%	
Total number of findings	17		26		20		18		20		13	
Total without a hearing	0	0	0	0	0	0	0	0	1	5	0	0
Total with a hearing	17	100	26	100	20	100	18	100	19	95	13	100

Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)										FY 2021 Thru 03/31/2021	
	Previous Fiscal Year Data											
	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	17		26		20		18		20		13	
Race	3	18	6	23	2	10	6	33	2	10	1	8
Color	1	6	3	12	0	0	2	11	0	0	2	15
Religion	0	0	1	4	0	0	1	6	0	0	2	15
Reprisal	7	41	12	46	12	60	9	50	7	35	6	46
Sex	3	18	5	19	2	10	4	22	6	30	5	38
PDA	0	0	0	0	0	0	0	0	1	5	0	0
National Origin	0	0	3	12	1	5	1	6	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	8	3	15	1	6	2	10	1	8
Disability	8	47	12	46	13	65	2	11	8	40	7	54
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	3	100	6	100	2	100	6	100	2	100	1	100
Color	1	100	3	100	0	0	2	100	0	0	2	100
Religion	0	0	1	100	0	0	1	100	0	0	2	100
Reprisal	7	100	12	100	12	100	9	100	7	100	6	100
Sex	3	100	5	100	2	100	4	100	6	100	5	100
PDA	0	0	0	0	0	0	0	0	1	100	0	0
National Origin	0	0	3	100	1	100	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	2	100	3	100	1	100	2	100	1	100
Disability	8	100	12	100	13	100	2	100	7	86	7	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 2021 Thru 03/31/2021	
	Previous Fiscal Year Data											
	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		#	%
	#	%	#	%	#	%	#	%	#	%		
Total number of findings	17		26		20		18		20		13	
Appointment/Hire	1	6	1	4	0	0	0	0	0	0	0	0
Assignment of Duties	1	6	0	0	2	10	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	2	12	1	4	3	15	2	11	0	0	0	0
Suspension	0	0	4	15	3	15	1	6	0	0	0	0
Removal	2	12	0	0	2	10	2	11	0	0	1	8
Other (Emergency Placement)	1	6	2	8	2	10	2	11	0	0	0	0
Duty Hours	0	0	1	4	2	10	0	0	1	5	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	6	35	6	23	9	45	8	44	4	20	5	38
Sexual	0	0	1	4	1	5	2	11	3	15	4	31
Medical Examination	0	0	0	0	2	10	0	0	2	10	1	8
Pay Including Overtime	0	0	0	0	1	5	1	6	2	10	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	12	3	12	0	0	2	11	3	15	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	6	0	0	0	0
Directed	0	0	0	0	2	10	0	0	0	0	0	0
Reasonable Accommodation Disability	5	29	7	27	10	50	2	11	7	35	5	38
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	N/A	N/A	1	4	0	0	1	6	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	N/A	N/A	0	0	0	0	0	0	0	0	0	0
Telework	N/A	N/A	0	0	0	0	0	0	0	0	0	0
Termination	0	0	2	8	2	10	2	11	0	0	0	0
Terms/Conditions of Employment	3	18	2	8	2	10	0	0	0	0	0	0
Time and Attendance	1	6	3	12	3	15	0	0	1	5	0	0
Training	0	0	0	0	2	10	0	0	1	5	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Findings after a hearing												
Appointment/Hire	1	100	1	100	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	0	0	2	100	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	2	100	1	100	3	100	2	100	0	0	0	0
Suspension	0	0	4	100	3	100	1	100	0	0	0	0
Removal	2	100	0	0	2	100	2	100	0	0	1	100
Other (Emergency Placement)	1	100	2	100	2	100	2	100	0	0	0	0
Duty Hours	0	0	1	100	2	100	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	6	100	6	100	9	100	8	100	4	100	5	100

Sexual	0	0	1	100	1	100	2	100	3	100	4	100
Medical Examination	0	0	0	0	2	100	0	0	1	50	1	100
Pay Including Overtime	0	0	0	0	1	100	1	100	2	100	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	100	3	100	0	0	2	100	3	100	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	0	0	0	0	2	100	0	0	0	0	0	0
Reasonable Accommodation Disability	5	100	7	100	10	100	2	100	7	100	5	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	N/A	N/A	1	100	0	0	1	100	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	N/A	N/A	0	0	0	0	0	0	0	0	0	0
Telework	N/A	N/A	0	0	0	0	0	0	0	0	0	0
Termination	0	0	2	100	2	100	2	100	0	0	0	0
Terms/Conditions of Employment	3	100	2	100	2	100	0	0	0	0	0	0
Time and Attendance	1	100	3	100	3	100	0	0	1	100	0	0
Training	0	0	0	0	2	100	0	0	1	100	0	0
Other	0	0	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	1	50	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	0	0	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	0	0	0	0	0	0	0	0	0	0
Telework	N/A	N/A	0	0	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 2021 Thru 03/31/2021
	Previous Fiscal Year Data					
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
Total complaints from previous Fiscal Years	2558	3010	2715	2248	1695	2170
Total complainants from previous Fiscal Years	2226	2657	2411	2006	1559	2018
Number of Complaints Pending						
Investigation	2	32	32	36	36	54
ROI issued, pending Complainant's action	1	0	1	1	1	26
Hearing	2540	2905	2583	2104	1569	1954
Final Action	16	37	45	41	48	91
Appeal with EEOC Office of Federal Operations	2	340	343	344	345	345

Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					FY 2021 Thru 03/31/2021
	Previous Fiscal Year Data					
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	1	0	0	0