

**U.S. Postal Service**

**Equal Employment Opportunity Data Posted  
Pursuant to the No Fear Act:**

**NATIONAL (and below)**

**For FY 2024 Quarter 4 for period ending September 30, 2024**

<b>Complaint Activity</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>FY2024 Thru 09-30-24</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
<b>Number of Complaints Filed</b>	3647	3268	3007	3132	3207	3508
<b>Number of Complainants</b>	3540	3106	2848	2999	3036	3340
<b>Repeat Filers</b>	95	144	141	128	152	154

<b>Complaints by Basis</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>FY2024 Thru 09-30-24</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
<b>Race</b>	1711	1522	1357	1348	1443	1292
<b>Color</b>	749	786	718	756	791	813
<b>Religion</b>	326	255	223	221	269	265
<b>Reprisal</b>	1886	1781	1629	1723	1724	1953
<b>Sex</b>	1775	1573	1389	1450	1419	1500
<b>PDA</b>	56	46	61	55	51	49
<b>National Origin</b>	596	480	430	418	488	482
<b>Equal Pay Act</b>	49	34	10	22	37	17
<b>Age</b>	1143	1003	873	882	912	999
<b>Disability</b>	1392	1288	1189	1245	1311	1471
<b>Genetics</b>	79	66	49	77	69	82
<b>Non-EEO</b>	1	1	1	4	2	25

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					FY2024 Thru 09-30-24
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.	2019	2020	2021	2022	2023	
Appointment/Hire	64	43	49	46	25	28
Assignment of Duties*	254	274	240	0	0	0
Awards	14	7	6	13	7	6
Conversion to Full Time/Perm Status*	21	10	18	0	0	0
<b>Disciplinary Action</b>						
Demotion	16	15	15	10	9	12
Reprimand**	351	323	298	0	0	0
Suspension	374	338	275	281	344	383
Removal	416	354	302	287	323	324
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	358	368	297	600	648	729
Other 2**	0	0	0	0	0	0
Duty Hours*	365	369	369	0	0	0
Perf. Eval./ Appraisal	19	17	16	26	11	10
Examination/Test	5	4	2	1	10	9
<b>Harassment</b>						
Non-Sexual	1468	1394	1237	1324	1239	1360
Sexual	118	125	101	132	110	128
Medical Examination	18	49	51	66	74	126
Pay including overtime	613	491	526	539	537	598
Promotion/Non-Selection	230	209	102	195	202	187
<b>Reassignment</b>						
Denied	84	81	74	77	69	66
Directed	102	100	92	104	64	111
Reasonable Accommodation Disability	515	522	480	510	500	572
Reinstatement*	5	5	7	0	0	0
Religious Accommodation	24	14	22	16	18	29
Retirement*	6	8	6	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					FY2024 Thru 09-30-24
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed. Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.	2019	2020	2021	2022	2023	
Sex-Stereotyping	72	63	82	98	117	108
Telework	2	5	2	9	14	20
Termination	267	221	277	198	171	216
Terms/Conditions of Employment*	802	663	670	0	0	0
Time and Attendance	517	531	641	676	591	700
Training	92	75	65	76	90	99
Other Terms/Conditions of Employment*	0	0	0	1228	1285	1520
User Defined - Other 1*	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0

<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>FY2024 Thru 09-30-24</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
<b>Complaints pending during fiscal year</b>						
<b>Average number of days in investigation</b>	<b>138.97</b>	<b>123.97</b>	<b>112.81</b>	<b>119.53</b>	<b>119.15</b>	<b>131.66</b>
<b>Average number of days in final action</b>	<b>22.20</b>	<b>20.38</b>	<b>20.96</b>	<b>22.12</b>	<b>21.46</b>	<b>20.96</b>
<b>Complaint pending during fiscal year where hearing was requested</b>						
<b>Average number of days in investigation</b>	<b>142.79</b>	<b>125.53</b>	<b>114.88</b>	<b>121.11</b>	<b>120.16</b>	<b>128.52</b>
<b>Average number of days in final action</b>	<b>15.35</b>	<b>15.15</b>	<b>17.52</b>	<b>19.54</b>	<b>17.32</b>	<b>14.70</b>
<b>Complaint pending during fiscal year where hearing was not requested</b>						
<b>Average number of days in investigation</b>	<b>134.07</b>	<b>122.32</b>	<b>109.57</b>	<b>117.21</b>	<b>118.92</b>	<b>126.30</b>
<b>Average number of days in final action</b>	<b>32.48</b>	<b>28.78</b>	<b>27.09</b>	<b>26.51</b>	<b>26.94</b>	<b>26.31</b>

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					FY2024 Thru 09-30-24
	2019	2020	2021	2022	2023	
Total Complaints Dismissed by Agency	906	1038	989	1101	1228	1167
Average days pending prior to dismissal	24.17	37.91	39.86	40.29	47.9	46.48
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	244	202	178	144	122	100

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										FY2024 Thru 09-30-24	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	16		20		24		33		29		24	
Without Hearing	0	0	1	5	0	0	0	0	0	0	2	8
With Hearing	16	100	19	95	24	100	33	100	29	100	22	92

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										FY2024 Thru 09-30-24	
	2019		2020		2021		2022		2023			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	16		19		24		33		29		24	
Race	4	25	2	11	3	13	8	24	3	10	3	12.50
Color	1	6	0	0	3	13	1	3	2	7	1	4.17
Religion	1	6	0	0	2	8	0	0	3	10	1	4.17
Reprisal	8	50	6	32	10	42	18	55	18	62	14	58.33
Sex	3	19	7	37	6	25	15	45	3	10	3	12.50
PDA	0	0	1	5	1	4	0	0	1	3	0	0
National Origin	1	6	0	0	0	0	0	0	0	0	2	8.33





Starting in FY2022, issues marked with: \* are reported under Other Terms / Conditions of Employment. \*\* are reported under Other Disciplinary Actions.

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										FY2024 Thru	
	2019		2020		2021		2022		2023		09-30-24	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	16		19		24		33		29		22	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	2	8	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
<b>Disciplinary Action</b>												
Demotion	0	0	0	0	0	0	0	0	0	0	1	5
Reprimand**	2	13	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	2	6	3	10	0	0
Removal	2	13	0	0	1	4	2	6	1	3	2	9
Other Disciplinary Actions**	1	6	0	0	0	0	1	3	5	17	1	5
Duty Hours*	0	0	1	5	1	4	0	0	0	0	0	0
Perf. Eval./ Appraisal	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
<b>Harassment</b>												
Non-Sexual	6	38	3	16	7	29	20	61	16	55	6	27
Sexual	2	13	3	16	5	21	3	9	1	3	0	0
Medical Examination	0	0	2	11	3	13	1	3	0	0	0	0
Pay including overtime	0	0	2	11	0	0	3	9	3	10	0	0
Promotion/Non-Selection	2	13	3	16	2	8	2	6	0	0	1	5
<b>Reassignment</b>												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	1	3	2	7	0	0
Reasonable Accommodation Disability	2	13	7	37	10	42	7	21	7	24	8	36
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	1	6	0	0	0	0	0	0	1	3	0	0









Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					FY2024 Thru 09-30-24
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	2248	1695	1333	1145	818	837
Total Complainants	2006	1559	1223	1032	742	779
Number complaints pending						
Investigation	36	36	33	32	31	16
ROI issued, pending Complainant's action	1	1	0	0	2	19
Hearing	2104	1569	1217	980	713	646
Final Agency Action	41	48	40	85	25	71
Appeal with EEOC Office of Federal Operations	344	345	347	356	359	411

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					FY2024 Thru 09-30-24
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	2	12