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

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

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

Commission by Large			Comp	arative	Data	
Complaints by Issue	P	revious	Fiscal Y	Year Da	ta	
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	FY2024 Thru 09-30-24
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
Disciplinary Action	,	,	,		,	
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
Harassment	,	,	,	,		
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
Reassignment						
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			Comp	arative	Data	
Complaints by Issue	P	revious	Fiscal Y	Year Da	ta	
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	FY2024 Thru 09-30-24
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

		Comparative Data										
		Previous	Fiscal Y	ear Data	1	FY2024 Thru						
Processing Time	2019	2020	2021	2022	2023	09-30-24						
Complaints pending during fiscal year		•	•		•	•						
Average number of days in investigation	138.97	123.97	112.81	119.53	119.15	131.66						
Average number of days in final action	22.20	20.38	20.96	22.12	21.46	20.96						
Complaint pending during fiscal year who	ere hearing wa	as requested	i	,	•	,						
Average number of days in investigation	142.79	125.53	114.88	121.11	120.16	128.52						
Average number of days in final action	15.35	15.15	17.52	19.54	17.32	14.70						
Complaint pending during fiscal year who	ere hearing wa	as not reque	sted	,		,						
Average number of days in investigation	134.07	122.32	109.57	117.21	118.92	126.30						
Average number of days in final action	32.48	28.78	27.09	26.51	26.94	26.31						

			Comj	parative	Data	
Complaints Dismissed by Agency	F	Previous	Fiscal Y	ear Dat	a	FY2024 Thru
	2019	2020	2021	2022	2023	09-30-24
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
Complaint	s Withd	rawn by	Compl	ainants	,	
Total Complaints Withdrawn by Complainants	244	202	178	144	122	100

					C	ompa	rativo	e Data	1			
				FY2024 Thru								
Total Final Agency Actions Finding Discrimination	20	2019 2020 2021 2022 2023										
Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
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	100	22	92							

					Co	mp	arat	tive	Dat	a		
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data											72024 Thru
Note: Complaints can be filed alleging multiple bases.	20	19	20	2020)21	20	22	20)23	09-	-30-24
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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

	Comparative Data											
Findings of Discrimination Rendered by Basis		P	rev	ious	Fis	cal Y	/ear	Dat	ta		FY2024 Thru	
Note: Complaints can be filed alleging multiple bases.	20)19	20)20	20	21	20	22	20	23	09-	-30-24
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	6	2	11	1	4	0	0	0	0	1	4.17
Disability	2	13	8	42	13	54	11	33	13	45	15	62.50
Genetics	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 Hearing	16		18		24		33		29		22	
Race	4	25	2	11	3	13	8	24	3	10	3	13.64
Color	1	6	0	0	3	13	1	3	2	7	1	4.55
Religion	1	6	0	0	2	8	0	0	3	10	1	4.55
Reprisal	8	50	6	33	10	42	18	55	18	62	12	54.55
Sex	3	19	7	39	6	25	15	45	3	10	3	13.64
PDA	0	0	1	6	1	4	0	0	1	3	0	0
National Origin	1	6	0	0	0	0	0	0	0	0	2	9.09
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	6	2	11	1	4	0	0	0	0	1	4.55
Disability	2	13	7	39	13	54	11	33	13	45	14	63.64
Genetics	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 Hearing	0		1		0		0		0		2	
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	2	100
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

	Comparative Data												
Findings of Discrimination Rendered by Basis		Previous Fiscal Year Data										FY2024 Thru	
Note: Complaints can be filed alleging multiple bases.	20)19	20)20	20)21	20)22	20)23	09	-30-24	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
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	1	100	0	0	0	0	0	0	1	50	
Genetics	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	

	Comparative Data											
Findings of Discrimination		P	rev	ious	Fis	cal Y	Year	[.] Dat	a		FY2024 Thru	
Rendered by Issue	20)19	20	20	20)21	20	22	20	23	09-3	30-24
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	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
Disciplinary Action												
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
Harassment				,								
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
Reassignment	-	-	•	•	•	-	•	-		,		
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

Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	13	0	0	2	8	4	12	1	3	2	9
Terms/Conditions of Employment*	0	0	0	0	1	4	0	0	0	0	0	0
Time and Attendance	0	0	1	5	1	4	4	12	2	7	4	18
Training	0	0	1	5	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	4	12	5	17	2	9
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	16		18		24		33		29		20	
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/Perm Status*	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	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	0	0	2	6	1	3	2	10
Other Disciplinary Actions**	1	6	0	0	0	0	1	3	5	17	1	5
Duty Hours*	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
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	'			,						,		
Non-Sexual	6	38	0	0	0	0	20	61	16	55	6	30
Sexual	2	13	0	0	0	0	3	9	1	3	0	0
Medical Examination	0	0	0	0	0	0	1	3	0	0	0	0
Pay including overtime	0	0	0	0	0	0	3	9	3	10	0	0
Promotion/Non-Selection	2	13	0	0	0	0	2	6	0	0	1	5
Reassignment	-											
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	0	0	0	0	7	21	7	24	8	40
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
Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	13	0	0	2	8	4	12	1	3	2	10
Terms/Conditions of Employment*	0	0	0	0	1	4	0	0	0	0	0	0
Time and Attendance	0	0	1	5	1	4	4	12	2	7	3	15
Training	0	0	1	5	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	4	12	5	17	1	5
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		0		0		0		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/Perm Status*	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 Disciplinary Actions**	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
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
Harassment	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
	1								4			4

Pay including overtime	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	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	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	1	50
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment*	0	0	0	0	0	0	0	0	0	0	1	50
User Defined - Other 1*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3*	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data							
	Previo	us Fisc	FY2024 Thru					
Pending Complaints Filed in Previous Fiscal Years by Status	2019	2020	2021	2022	2023	09-30-24		
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		

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