

U. S. Postal Service

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

NATIONAL (and below)

For 1st Quarter 2024 for period ending December 31, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	3647	3268	3007	3132	3207	836
Number of Complainants	3540	3106	2848	2999	3036	830
Repeat Filers	95	144	141	128	152	6

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1711	1522	1357	1348	1443	354
Color	749	786	718	756	791	193
Religion	326	255	223	221	269	55
Reprisal	1886	1781	1629	1723	1724	456
Sex	1775	1573	1389	1450	1419	365
PDA	56	46	61	55	51	14
National Origin	596	480	430	418	488	105
Equal Pay Act	49	34	10	22	37	1
Age	1143	1003	873	882	912	237
Disability	1392	1288	1189	1245	1311	332
Genetics	79	66	49	77	69	16
Non-EEO	1	1	1	4	2	2

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p>	2019	2020	2021	2022	2023	
Appointment/Hire	64	43	49	46	25	6
Assignment of Duties*	254	274	240	0	0	0
Awards	14	7	6	13	7	1
Conversion to Full Time/Perm Status*	21	10	18	0	0	0
Disciplinary Action						
Demotion	16	15	15	10	9	2
Reprimand**	351	323	298	0	0	0
Suspension	374	338	275	281	344	90
Removal	416	354	302	287	323	67
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	358	368	297	600	648	163
Other 2**	0	0	0	0	0	0
Duty Hours*	365	369	369	0	0	0
Perf. Eval./ Appraisal	19	17	16	26	11	3
Examination/Test	5	4	2	1	10	2
Harassment						
Non-Sexual	1468	1394	1237	1324	1239	321
Sexual	118	125	101	132	110	27
Medical Examination	18	49	51	66	74	29
Pay including overtime	613	491	526	539	537	135
Promotion/Non-Selection	230	209	102	195	202	47
Reassignment						
Denied	84	81	74	77	69	14
Directed	102	100	92	104	64	26
Reasonable Accommodation Disability	515	522	480	510	500	143
Reinstatement*	5	5	7	0	0	0
Religious Accommodation	24	14	22	16	18	4
Retirement*	6	8	6	0	0	0
Sex-Stereotyping	72	63	82	98	117	28

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
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	
Telework	2	5	2	9	14	2
Termination	267	221	277	198	171	62
Terms/Conditions of Employment*	802	663	670	0	0	0
Time and Attendance	517	531	641	676	591	160
Training	92	75	65	76	90	16
Other Terms/Conditions of Employment*	0	0	0	1228	1285	364
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

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	138.97	123.97	112.81	119.53	119.15	123.63
Average number of days in final action	22.20	20.38	20.96	22.12	21.46	22.06
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	142.79	125.53	114.88	121.11	120.16	132.35
Average number of days in final action	15.35	15.15	17.52	19.54	17.32	19.47
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	134.07	122.32	109.57	117.21	118.92	119.55
Average number of days in final action	32.48	28.78	27.09	26.51	26.94	24.80

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	0	0
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	1	14
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	29
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		7	
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**	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	1	14
Other Disciplinary Actions**	1	6	0	0	0	0	1	3	5	17	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												
Non-Sexual	6	38	0	0	0	0	20	61	16	55	1	14
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	0	0
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

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Total complaints from previous Fiscal Years	2248	1695	1333	1145	818	1869
Total Complainants	2006	1559	1223	1032	742	1731
Number complaints pending						
Investigation	36	36	33	32	31	321
ROI issued, pending Complainant's action	1	1	0	0	2	116
Hearing	2104	1569	1217	980	713	1190
Final Agency Action	41	48	40	85	25	150
Appeal with EEOC Office of Federal Operations	344	345	347	356	359	361

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	1	2	0