

U.S. Postal Service

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

NATIONAL (and below)

For 2nd Quarter 2025 for period ending March 31, 2025

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					FY2025 Thru 03-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	3268	3007	3132	3207	3508	1619
Number of Complainants	3106	2848	2999	3036	3340	1602
Repeat Filers	144	141	128	152	154	17

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 3/31
	2020	2021	2022	2023	2024	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	1522	1357	1348	1443	1292	558
Color	786	718	756	791	813	371
Religion	255	223	221	269	265	89
Reprisal	1781	1629	1723	1724	1953	910
Sex	1573	1389	1450	1419	1500	692
PDA	46	61	55	51	49	26
National Origin	480	430	418	488	482	251
Equal Pay Act	34	10	22	37	17	11
Age	1003	873	882	912	999	500
Disability	1288	1189	1245	1311	1471	655
Genetics	66	49	77	69	82	42
Non-EEO	1	1	4	2	25	104

Complaints by Issue Comparative Data		Previous Fiscal Year Data					2025 Thru 3/31
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.		2020	2021	2022	2023	2024	
Appointment/Hire		43	49	46	25	28	7
Assignment of Duties*		274	240	0	0	0	0
Awards		7	6	13	7	6	16
Conversion to Full Time/Perm Status*		10	18	0	0	0	0
Disciplinary Action							
Demotion		15	15	10	9	12	4
Reprimand**		323	298	0	0	0	0
Suspension		338	275	281	344	383	140
Removal		354	302	287	323	324	154
Disciplinary Warning**		0	0	0	0	0	0
Other Disciplinary Actions**		368	297	600	648	729	347
Other 2**		0	0	0	0	0	0
Duty Hours*		369	369	0	0	0	0
Perf. Eval./ Appraisal		17	16	26	11	10	11
Examination/Test		4	2	1	10	9	4
Harassment							
Non-Sexual		1394	1237	1324	1239	1360	633
Sexual		125	101	132	110	128	76
Medical Examination		49	51	66	74	126	49
Pay including overtime		491	526	539	537	598	287
Promotion/Non-Selection		209	102	195	202	187	79
Reassignment							
Denied		81	74	77	69	66	42
Directed		100	92	104	64	111	48
Reasonable Accommodation Disability		522	480	510	500	572	252
Reinstatement*		5	7	0	0	0	0
Religious Accommodation		14	22	16	18	29	14
Retirement*		8	6	0	0	0	0
Sex-Stereotyping		63	82	98	117	108	51

Complaints by Issue Comparative Data		Previous Fiscal Year Data					2025 Thru 3/31
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.		2020	2021	2022	2023	2024	
Telework		5	2	9	14	20	2
Termination		221	277	198	171	216	74
Terms/Conditions of Employment*		663	670	0	0	0	0
Time and Attendance		531	641	676	591	700	322
Training		75	65	76	90	99	37
Other Terms/Conditions of Employment*		0	0	1228	1285	1520	662
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					2025 Thru 3/31
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	123.97	112.81	119.53	119.15	131.66	143.38
Average number of days in final action	20.38	20.96	22.12	21.46	20.96	21.63
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	125.53	114.88	121.11	120.16	128.52	153.09
Average number of days in final action	15.15	17.52	19.54	17.32	14.70	15.71
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	122.32	109.57	117.21	118.92	126.30	145.13
Average number of days in final action	28.78	27.09	26.51	26.94	26.31	26.15

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 3/31
	2020	2021	2022	2023	2024	
Total Complaints Dismissed by Agency	1038	989	1101	1228	1167	604
Average days pending prior to dismissal	37.91	39.86	40.29	47.9	46.48	53.30
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	202	178	144	122	100	47

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 3/31	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	20		24		33		29		24		18	
Without Hearing	1	5	0	0	0	0	0	0	2	8	1	6
With Hearing	19	95	24	100	33	100	29	100	22	92	17	94

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 3/31	
	2020		2021		2022		2023		2024			
<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	19		24		33		29		24		18	
Race	2	11	3	13	8	24	3	10	3	12.50	1	5.56
Color	0	0	3	13	1	3	2	7	1	4.17	1	5.56
Religion	0	0	2	8	0	0	3	10	1	4.17	2	11.11
Reprisal	6	32	10	42	18	55	18	62	14	58.33	6	33.33
Sex	7	37	6	25	15	45	3	10	3	12.50	0	0.00
PDA	1	5	1	4	0	0	1	3	0	0	0	0.00
National Origin	0	0	0	0	0	0	0	0	2	8.33	1	5.56
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0.00
Age	2	11	1	4	0	0	0	0	1	4.17	1	5.56
Disability	8	42	13	54	11	33	13	45	15	62.50	13	72.22
Genetics	0	0	0	0	0	0	0	0	0	0	0	0.00
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0.00
Findings After Hearing	18		24		33		29		22		17	
Race	2	11	3	13	8	24	3	10	3	13.64	1	5.88
Color	0	0	3	13	1	3	2	7	1	4.55	1	5.88
Religion	0	0	2	8	0	0	3	10	1	4.55	2	11.76
Reprisal	6	33	10	42	18	55	18	62	12	54.55	6	35.29
Sex	7	39	6	25	15	45	3	10	3	13.64	0	0.00
PDA	1	6	1	4	0	0	1	3	0	0	0	0.00
National Origin	0	0	0	0	0	0	0	0	2	9.09	1	5.88
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0.00
Age	2	11	1	4	0	0	0	0	1	4.55	1	5.88
Disability	7	39	13	54	11	33	13	45	14	63.64	12	70.59
Genetics	0	0	0	0	0	0	0	0	0	0	0	0.00
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0.00
Findings Without Hearing	1		0		0		0		2		1	

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 3/31	
	2020		2021		2022		2023		2024			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Race	0	0	0	0	0	0	0	0	0	0	0	0.00
Color	0	0	0	0	0	0	0	0	0	0	0	0.00
Religion	0	0	0	0	0	0	0	0	0	0	0	0.00
Reprisal	0	0	0	0	0	0	0	0	2	100	0	0.00
Sex	0	0	0	0	0	0	0	0	0	0	0	0.00
PDA	0	0	0	0	0	0	0	0	0	0	0	0.00
National Origin	0	0	0	0	0	0	0	0	0	0	0	0.00
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0.00
Age	0	0	0	0	0	0	0	0	0	0	0	0.00
Disability	1	100	0	0	0	0	0	0	1	50	1	100.00
Genetics	0	0	0	0	0	0	0	0	0	0	0	0.00
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0.00

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										2025 Thru 3/31	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	19		24		33		29		22		18	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	6
Assignment of Duties*	0	0	2	8	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	1	5	0	0
Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	2	6	3	10	0	0	0	0

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User Defined - Other 4*	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		0		0		0		2		1	
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
Other 2**	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												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	1	5	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
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	1	100
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	1	50	0	0

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 3/31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	1695	1333	1145	818	837	1606
Total Complainants	1559	1223	1032	742	779	1513
Number complaints pending						
Investigation	36	33	32	31	16	99
ROI issued, pending Complainant's action	1	0	0	2	19	154
Hearing	1569	1217	980	713	646	1203
Final Agency Action	48	40	85	25	71	110
Appeal with EEOC Office of Federal Operations	345	347	356	359	411	579

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 3/31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	2	12	1