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

		Comparative Data											
Complaint Activity		Previo	FY2025 Thru										
	2020	2021	2024	03-31									
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							

	Comparative Data											
Complaints by Basis		Previou	ıs Fiscal Ye	ear Data								
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	2025 Thru 3/31						
Race	1522	1357	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						
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	2025 Thru 3/31
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		Previou	s Fiscal Y	ear Data		
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	2025 Thru 3/31
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

		Comparative Data												
		Previo	us Fiscal Ye	ar Data		2025 Thru 3/31								
Processing Time	2020	2021	2022	2023	2024	2025 Hiru 3/31								
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 whe	re hearing wa	s 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 whe	re hearing wa	s not reques	sted	,	,	,								
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								

	Comparative Data											
Complaints Dismissed by Agency		Previou	ıs Fiscal Ye	ear Data		2025 Thru 3/31						
	2020	2020 2021 2022 2023 2024										
Total Complaints Dismissed by Agency	1038	989	604									
Average days pending prior to dismissal	37.91	39.86	40.29	47.9	46.48	53.30						
Compl	aints Withd	Irawn by Co	omplainant	S								
Total Complaints Withdrawn by Complainants	ts 202 178 144 122 100 47											

		Comparative Data												
				Prev	ious Fi	scal Yea	r Data				2024	Thru		
Total Final Agency Actions	20	020	2	021	2	022	20	023	20)24	3/	31		
Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%		
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		

	Comparative Data											
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2025 Thru	
Note: Complaints can be filed alleging multiple	20	020	20	21	20	22	20	23	2	2024		3/31
bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
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 without nearing	1											

						Com	para	tive C	ata				
Findings of Discrimination Rendered by Basis			Pr		20	25 Thru 3/31							
Note: Complaints can be filed alleging multiple bases.	20	020	20	21	20	22	20	23	2	2024	3/31		
The sum of the bases may not equal total complaints and findings.	# %		#	%	#	%	#	%	#	%	#	%	
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							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									0.00		

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

	Comparative Data											
Findings of Discrimination Devidend had a			Pr	eviou	ıs Fis	cal Y	ear Da	ata			2025 Thru 3/31	
Findings of Discrimination Rendered by Issue	20	20	20	21	20	22	20	23	20	24	2025 1	nru 3/31
	#	%	#	%	#	%	#	%	#	%	#	%
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

Removal	0	0	1	4	2	6	1	3	2	9	1	6
Other Disciplinary Actions**	0	0	0	0	1	3	5	17	1	5	0	0
Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours*	1	5	1	4	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
Harassment												
Sexual	3	16	5	21	3	9	1	3	0	0	0	0
Non-Sexual	3	16	7	29	20	61	16	55	6	27	9	50
Medical Examination	2	11	3	13	1	3	0	0	0	0	0	0
Pay including overtime	2	11	0	0	3	9	3	10	0	0	0	0
Promotion/Non-Selection	3	16	2	8	2	6	0	0	1	5	1	6
Reassignment		16		<u> </u>		<u> </u>			<u> </u>		'	•
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	3	2	7	0	0	0	0
	7	37	10	42	7	21	7	24	8	36	9	50
Reasonable Accommodation Disability Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	1	3	0	0	0	0
Religious Accommodation Retirement*	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0		0	0	0
Sex-Stereotyping		H					0		0			
Telework	0	0	0	0	0	0		0		0	0	0
Termination	0	0	2	8	4	12	1	3	2	9	0	0
Terms/Conditions of Employment*	0	0	1	4	0	0	0	0	0	0	0	0
Time and Attendance	1	5	1	4	4	12	2	7	4	18	3	17
Training	1	5	0	0	0	0	0	0	0	0	1	6
Other Terms/Conditions of Employment*	0	0	0	0	4	12	5	17	2	9	0	0
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
	1											
Findings After Hearing	18		24		33		29		20		17	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	6
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

Demotion	Conversion to Full Time/Perm Status*	0	0	0	0	0	0	0	0	0	0	0	0
Demotion	Disciplinary Action												
Suspension		0	0	0	0	0	0	0	0	1	5	0	0
Removal	Reprimand**	0	0	0	0	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	Suspension	0	0	0	0	2	6	3	10	0	0	0	0
Other 2***	Removal	0	0	0	0	2	6	1	3	2	10	1	6
Duly Hours*	Other Disciplinary Actions**	0	0	0	0	1	3	5	17	1	5	0	0
Perf. Eval / Appraisal 0 0 0 0 0 0 0 0 0	Other 2**	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	Duty Hours*	0	0	0	0	0	0	0	0	0	0	0	0
Harassment Sexual 0 0 0 0 0 0 0 0 0	Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	Harassment												
Medical Examination	Sexual	0	0	0	0	3	9	1	3	0	0	0	0
Pay including overtime	Non-Sexual	0	0	0	0	20	61	16	55	6	30	9	53
Promotion/Non-Selection 0 0 0 0 0 2 6 0 0 1 5 1 6	Medical Examination	0	0	0	0	1	3	0	0	0	0	0	0
Denied O O O O O O O O O	Pay including overtime	0	0	0	0	3	9	3	10	0	0	0	0
Denied	Promotion/Non-Selection	0	0	0	0	2	6	0	0	1	5	1	6
Directed Directed	Reassignment	,											
Reasonable Accommodation Disability 0 0 0 0 7 21 7 24 8 40 8 47 Reinstatement* 0	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement* 0	Directed	0	0	0	0	1	3	2	7	0	0	0	0
Religious Accommodation 0 0 0 0 0 0 1 3 0 0 0 0 Retirement* 0	Reasonable Accommodation Disability	0	0	0	0	7	21	7	24	8	40	8	47
Retirement* 0 0 0 0 0 0 0 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
Sex-Stereotyping 0	Religious Accommodation	0	0	0	0	0	0	1	3	0	0	0	0
Telework 0 0 0 0 0 0 0 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
Termination 0 0 2 8 4 12 1 3 2 10 0 0 Terms/Conditions of Employment* 0 0 1 4 0 <td>Sex-Stereotyping</td> <td>0</td>	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment* 0 0 1 4 0 0 0 0 0 0 0 Time and Attendance 1 5 1 4 4 12 2 7 3 15 3 18 Training 1 5 0	Telework	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance 1 5 1 4 4 12 2 7 3 15 3 18 Training 1 5 0	Termination	0	0	2	8	4	12	1	3	2	10	0	0
Training 1 5 0 0 0 0 0 0 0 0 1 6 Other Terms/Conditions of Employment* 0 0 0 0 4 12 5 17 1 5 0 0 User Defined - Other 1* 0 <td< td=""><td>Terms/Conditions of Employment*</td><td>0</td><td>0</td><td>1</td><td>4</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></td<>	Terms/Conditions of Employment*	0	0	1	4	0	0	0	0	0	0	0	0
Other Terms/Conditions of Employment* 0 0 0 0 4 12 5 17 1 5 0 0 User Defined - Other 1* 0	Time and Attendance	1	5	1	4	4	12	2	7	3	15	3	18
Other Terms/Conditions of Employment* 0	Training	1	5	0	0	0	0	0	0	0	0	1	6
User Defined - Other 2* 0 0 0 0 0 0 0 0 0 0 0	Other Terms/Conditions of Employment*	0	0	0	0	4	12	5	17	1	5	0	0
	User Defined - Other 1*	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	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

Hear Defined Other 4*											_	_
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

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	1	50	0	0
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		2005 71 2/04					
Pending Complaints Filed in Previous Fiscal Years by Status	2020	2021	2022	2023	2024	2025 Thru 3/31			
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			

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