

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

**TSA (and below)**

**For 1st Quarter 2020 for period ending December 31, 2019**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	556	491	475	405	392	<u>93</u>
Number of Complainants	535	481	462	391	383	92
Repeat Filers	18	10	12	11	8	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
<b><u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u></b>						
Race	186	169	165	149	158	<u>34</u>
Color	104	69	82	63	71	<u>14</u>
Religion	29	30	25	25	14	<u>5</u>
Reprisal	241	252	241	219	190	<u>46</u>
Sex	214	166	169	146	154	<u>33</u>
PDA	9	11	6	6	9	<u>6</u>
National Origin	64	37	32	46	39	<u>8</u>
Equal Pay Act	5	4	1	0	1	<u>0</u>
Age	164	129	140	99	127	<u>26</u>
Disability	156	124	112	131	121	<u>19</u>
Genetics	3	5	2	3	0	<u>0</u>
Non-EEO	44	31	55	23	18	<u>1</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2015	2016	2017	2018	2019	
Appointment/Hire	39	23	36	35	24	<u>11</u>
Assignment of Duties	56	23	33	37	24	<u>8</u>
Awards	6	6	4	6	5	<u>0</u>
Conversion to Full Time/Perm Status	0	2	0	0	0	<u>0</u>
<b>Disciplinary Action</b>						
Demotion	3	9	8	4	2	<u>0</u>
Reprimand	40	19	30	28	20	<u>8</u>
Suspension	45	42	47	41	35	<u>8</u>
Removal	50	49	26	27	16	<u>4</u>
Duty Hours	21	24	16	9	4	<u>1</u>
Perf. Eval./ Appraisal	74	50	48	37	33	<u>5</u>
Examination/Test	1	11	3	13	3	<u>1</u>
<b>Harassment</b>						
Non-Sexual	220	224	186	211	231	<u>58</u>
Sexual	9	14	11	20	4	<u>1</u>
Medical Examination	15	16	6	17	15	<u>2</u>
Pay including overtime	21	21	17	14	10	<u>1</u>
Promotion/Non-Selection	58	74	82	45	57	<u>8</u>
<b>Reassignment</b>						
Denied	10	7	5	5	4	<u>0</u>
Directed	14	15	10	7	10	<u>1</u>
Reasonable Accommodation Disability	42	35	29	24	28	<u>5</u>
Reinstatement	2	4	2	1	0	<u>0</u>
Religious Accommodation	0	7	7	5	4	<u>2</u>
Retirement	2	0	4	2	1	<u>0</u>
Sex-Stereotyping	0	0	1	0	0	<u>0</u>
Telework	0	5	3	1	1	<u>1</u>
Termination	49	45	59	66	54	<u>12</u>
Terms/Conditions of Employment	33	25	55	49	55	<u>11</u>

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
<u>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</u>	2015	2016	2017	2018	2019	
Time and Attendance	39	28	29	40	30	<u>5</u>
Training	9	11	11	6	5	<u>1</u>
<b>Other</b>						

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	250.59	325.53	234.49	177.85	191.06	171.84
Average number of days in final action	74.24	106.80	144.47	109.05	92.55	62.32
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	254.22	309.06	217.86	183.74	190.57	160.98
Average number of days in final action	43.69	45.64	61.29	71.84	66.84	43.79
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	246.14	323.11	256.25	167.88	0	183.78
Average number of days in final action	115.28	173.45	184.16	167.24	276.62	278.00

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	28	14	47	94	12	<u>5</u>
Average days pending prior to dismissal	177	227	234	371	213	104
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	37	39	34	30	30	<u>5</u>

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020 Thru 12-31	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		2		3		2		4		0	
Without Hearing	0	0	1	50	3	100	0	0	3	75	0	0
With Hearing	3	100	1	50	0	0	2	100	1	25	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						
	Previous Fiscal Year Data					2020 Thru 12-31	
	2015	2016	2017	2018	2019		
Total complaints from previous Fiscal Years	552	784	888	757	686	<a href="#">956</a>	
Total Complainants	526	727	820	687	630	867	
<b>Number complaints pending</b>							
Investigation	145	152	86	8	10	<a href="#">109</a>	
ROI issued, pending Complainant's action	4	10	11	0	1	<a href="#">13</a>	
Hearing	380	510	698	651	543	<a href="#">634</a>	
Final Agency Action	37	113	109	95	120	<a href="#">163</a>	
Appeal with EEOC Office of Federal Operations	137	313	342	439	547	<a href="#">566</a>	

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	178	116	34	9	16	<a href="#">12</a>

*\*Due to technical challenges, sections of this report pertaining to the bases/issues in findings of discrimination are not yet available. We are working diligently to resolve the technical problems. However, in Q1 of FY2020, TSA had no findings of discrimination upon which to report.*