

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

TSA (and below)

For 3rd Quarter 2020 for period ending June 30, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	2015	2016	2017	2018	2019	
Number of Complaints Filed	556	491	475	405	392	247
Number of Complainants	535	481	462	391	383	242
Repeat Filers	18	10	12	11	8	5

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	186	169	165	149	158	94
Color	104	69	82	63	71	35
Religion	29	30	25	25	14	11
Reprisal	241	252	241	219	190	133
Sex	214	166	169	146	154	98
PDA	9	11	6	6	9	9

National Origin	64	37	32	46	39	26
Equal Pay Act	5	4	1	0	1	1
Age	164	129	140	99	127	73
Disability	156	124	112	131	121	65
Genetics	3	5	2	3	0	0
Non-EEO	44	31	55	23	18	8
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020 Thru 06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	39	23	36	35	24	37
Assignment of Duties	56	23	33	37	24	18
Awards	6	6	4	6	5	1
Conversion to Full Time/Perm Status	0	2	0	0	0	0
Disciplinary Action						
Demotion	3	9	8	4	2	3
Reprimand	40	19	30	28	20	13
Suspension	45	42	47	41	35	17
Removal	50	49	26	27	16	5
Duty Hours	21	24	16	9	4	1
Perf. Eval./ Appraisal	74	50	48	37	33	16
Examination/Test	1	11	3	13	3	2
Harassment						
Non-Sexual	220	224	186	211	231	153
Sexual	9	14	11	20	4	10

Medical Examination	15	16	6	17	15	5
Pay including overtime	21	21	17	14	10	8
Promotion/Non-Selection	58	74	82	45	57	20
Reassignment						
Denied	10	7	5	5	4	1
Directed	14	15	10	7	10	4
Reasonable Accommodation Disability	42	35	29	24	28	11
Reinstatement	2	4	2	1	0	0
Religious Accommodation	0	7	7	5	4	3
Retirement	2	0	4	2	1	1
Sex-Stereotyping	0	0	1	0	0	18
Telework	0	5	3	1	1	3
Termination	49	45	59	66	54	28
Terms/Conditions of Employment	33	25	55	49	55	20
Time and Attendance	39	28	29	40	30	7
Training	9	11	11	6	5	2
Other						
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru06-30
	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	165.51
Average number of days in final action	74.24	106.80	144.47	109.05	92.55	95.39
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	167.44						
Average number of days in final action	43.69	45.64	61.29	71.84	66.84	61.34						
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	161.94						
Average number of days in final action	115.28	173.45	184.16	167.24	276.62	314.54						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015	2016	2017	2018	2019							
Total Complaints Dismissed by Agency	28	14	47	94	12	17						
Average days pending prior to dismissal	177	227	234	371	213	145						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	37	39	34	30	30	16						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015	2016	2017	2018	2019							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		2		3		2		4		2	
Without Hearing	0	0	1	50	3	100	0	0	3	75	1	50
With Hearing	3	100	1	50	0	0	2	100	1	25	1	50

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2020Thru06-30	
	2015		2016		2017		2018		2019			
<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	1		2		3		2		4		2
Race	1	100	0	0	0	0	1	50	1	25	1	50
Color	0	0	0	0	0	0	1	50	1	25	1	50
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	50	2	67	2	100	1	25	0	0
Sex	0	0	2	100	0	0	2	100	1	25	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	33	0	0	2	50	0	0
Disability	0	0	0	0	1	33	1	50	2	50	0	0
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	1	50
Findings After Hearing	1		1		0		2		1		1	
Race	1	100	0	0	0	0	1	50	0	0	0	0
Color	0	0	0	0	0	0	1	50	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	2	100	0	0	0	0
Sex	0	0	1	100	0	0	2	100	0	0	0	0

Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	33	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	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2020Thru06-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Total complaints from previous Fiscal Years	552	784	888	757	686	781						
Total Complainants	526	727	820	687	630	721						
Number complaints pending												
Investigation	145	152	86	8	10	9						
ROI issued, pending Complainant's action	4	10	11	0	1	0						
Hearing	380	510	698	651	543	543						
Final Agency Action	37	113	109	95	120	201						
Appeal with EEOC Office of Federal Operations	137	313	342	439	547	585						
Complaint Investigations	Comparative Data						2020Thru06-30					
	Previous Fiscal Year Data											
	2015	2016	2017	2018	2019							
Pending Complaints Where Investigations Exceed Required Time Frames	178	116	34	9	16	8						