

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

## TSA (and below)

For 2nd Quarter 2021 for period ending March 31, 2021

| Complaint Activity         | Comparative Data          |      |      |      |      |                 |
|----------------------------|---------------------------|------|------|------|------|-----------------|
|                            | Previous Fiscal Year Data |      |      |      |      | 2021 Thru 03-31 |
|                            | 2016                      | 2017 | 2018 | 2019 | 2020 |                 |
| Number of Complaints Filed | 491                       | 475  | 405  | 392  | 284  | 125             |
| Number of Complainants     | 481                       | 462  | 391  | 383  | 272  | 120             |
| Repeat Filers              | 10                        | 12   | 11   | 8    | 12   | 5               |

| Complaints by Basis  | Comparative Data          |      |      |      |      |                 |
|--|---------------------------|------|------|------|------|-----------------|
|  | Previous Fiscal Year Data |      |      |      |      | 2021 Thru 03-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2016                      | 2017 | 2018 | 2019 | 2020 |                 |
| Race   | 169                       | 165  | 149  | 158  | 108  | 42              |
| Color  | 69                        | 82   | 63   | 71   | 41   | 17              |
| Religion   | 30                        | 25   | 25   | 14   | 11   | 9               |
| Reprisal   | 252                       | 241  | 219  | 190  | 152  | 68              |
| Sex  | 166                       | 169  | 146  | 154  | 112  | 40              |
| PDA  | 11                        | 6    | 6    | 9    | 10   | 2               |

|  |                                  |             |             |             |             |                        |
|--|----------------------------------|-------------|-------------|-------------|-------------|------------------------|
| National Origin  | 37                               | 32          | 46          | 39          | 27          | 19                     |
| Equal Pay Act  | 4                                | 1           | 0           | 1           | 2           | 0                      |
| Age  | 129                              | 140         | 99          | 127         | 92          | 40                     |
| Disability   | 124                              | 112         | 131         | 121         | 77          | 37                     |
| Genetics   | 5                                | 2           | 3           | 0           | 0           | 1                      |
| Non-EEO  | 31                               | 55          | 23          | 18          | 12          | 0                      |
| <b>Complaints by Issue</b>   | <b>Comparative Data</b>          |             |             |             |             |                        |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021 Thru 03-31</b> |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                        |
| Appointment/Hire   | 23                               | 36          | 35          | 24          | 39          | 23                     |
| Assignment of Duties   | 23                               | 33          | 37          | 24          | 18          | 10                     |
| Awards   | 6                                | 4           | 6           | 5           | 1           | 3                      |
| Conversion to Full Time/Perm Status  | 2                                | 0           | 0           | 0           | 0           | 0                      |
| <b>Disciplinary Action</b>   |                                  |             |             |             |             |                        |
| Demotion   | 9                                | 8           | 4           | 2           | 3           | 1                      |
| Reprimand  | 19                               | 30          | 28          | 20          | 15          | 3                      |
| Suspension   | 42                               | 47          | 41          | 35          | 20          | 8                      |
| Removal  | 49                               | 26          | 27          | 16          | 6           | 5                      |
| Duty Hours   | 24                               | 16          | 9           | 4           | 1           | 4                      |
| Perf. Eval./ Appraisal   | 50                               | 48          | 37          | 33          | 20          | 10                     |
| Examination/Test   | 11                               | 3           | 13          | 3           | 3           | 1                      |
| <b>Harassment</b>  |                                  |             |             |             |             |                        |
| Non-Sexual   | 224                              | 186         | 211         | 231         | 171         | 46                     |
| Sexual   | 14                               | 11          | 20          | 4           | 12          | 2                      |

|  |                                  |             |             |             |             |                      |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination  | 16                               | 6           | 17          | 15          | 7           | 5                    |
| Pay including overtime   | 21                               | 17          | 14          | 10          | 10          | 3                    |
| Promotion/Non-Selection  | 74                               | 82          | 45          | 57          | 23          | 13                   |
| <b>Reassignment</b>  |                                  |             |             |             |             |                      |
| Denied   | 7                                | 5           | 5           | 4           | 0           | 0                    |
| Directed   | 15                               | 10          | 7           | 10          | 6           | 3                    |
| Reasonable Accommodation Disability                              | 35                               | 29          | 24          | 28          | 11          | 9                    |
| Reinstatement  | 4                                | 2           | 1           | 0           | 0           | 0                    |
| Religious Accommodation  | 7                                | 7           | 5           | 4           | 3           | 3                    |
| Retirement   | 0                                | 4           | 2           | 1           | 2           | 4                    |
| Sex-Stereotyping   | 0                                | 1           | 0           | 0           | 0           | 0                    |
| Telework   | 5                                | 3           | 1           | 1           | 3           | 2                    |
| Termination  | 45                               | 59          | 66          | 54          | 34          | 6                    |
| Terms/Conditions of Employment                                   | 25                               | 55          | 49          | 55          | 23          | 16                   |
| Time and Attendance  | 28                               | 29          | 40          | 30          | 7           | 16                   |
| Training   | 11                               | 11          | 6           | 5           | 3           | 3                    |
| <b>Other</b>   |                                  |             |             |             |             |                      |
| <b>Processing Time</b>   | <b>Comparative Data</b>          |             |             |             |             |                      |
|  | <b>Previous Fiscal Year Data</b> |             |             |             |             | <b>2021Thru03-31</b> |
|  | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |                      |
| Complaints pending during fiscal year                            |                                  |             |             |             |             |                      |
| Average number of days in investigation                          | 325.53                           | 234.49      | 177.85      | 191.06      | 160.47      | 264.40               |
| Average number of days in final action                           | 106.80                           | 144.47      | 109.05      | 92.55       | 125.32      | 162.56               |
| Complaint pending during fiscal year where hearing was requested |                                  |             |             |             |             |                      |

|  |                                  |          |             |          |             |          |             |          |             |          |                        |          |
|--|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|------------------------|----------|
| Average number of days in investigation                              | 309.06                           | 217.86   | 183.74      | 190.57   | 160.52      | 221.97   |             |          |             |          |                        |          |
| Average number of days in final action                               | 45.64                            | 61.29    | 71.84       | 66.84    | 86.74       | 63.98    |             |          |             |          |                        |          |
| Complaint pending during fiscal year where hearing was not requested |                                  |          |             |          |             |          |             |          |             |          |                        |          |
| Average number of days in investigation                              | 323.11                           | 256.25   | 167.88      | 0        | 161.57      | 289.65   |             |          |             |          |                        |          |
| Average number of days in final action                               | 173.45                           | 184.16   | 167.24      | 276.62   | 352.02      | 433.46   |             |          |             |          |                        |          |
| <b>Complaints Dismissed by Agency</b>                                | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                        |          |
|  | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2021 Thru 03-31</b> |          |
|  | <b>2016</b>                      |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</b> |          | <b>2020</b> |          |                        |          |
| Total Complaints Dismissed by Agency                                 | 14                               | 47       | 94          | 12       | 28          | 14       |             |          |             |          |                        |          |
| Average days pending prior to dismissal                              | 227                              | 234      | 371         | 213      | 164         | 193      |             |          |             |          |                        |          |
| <b>Complaints Withdrawn by Complainants</b>                          |                                  |          |             |          |             |          |             |          |             |          |                        |          |
| Total Complaints Withdrawn by Complainants                           | 39                               | 34       | 30          | 30       | 18          | 4        |             |          |             |          |                        |          |
| <b>Total Final Agency Actions Finding Discrimination</b>             | <b>Comparative Data</b>          |          |             |          |             |          |             |          |             |          |                        |          |
|  | <b>Previous Fiscal Year Data</b> |          |             |          |             |          |             |          |             |          | <b>2021 Thru 03-31</b> |          |
|  | <b>2016</b>                      |          | <b>2017</b> |          | <b>2018</b> |          | <b>2019</b> |          | <b>2020</b> |          |                        |          |
|  | <b>#</b>                         | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>    | <b>%</b> | <b>#</b>               | <b>%</b> |
| Total Number Findings  | 2                                |          | 3           |          | 2           |          | 4           |          | 2           |          | 2                      |          |
| Without Hearing  | 1                                | 50       | 3           | 100      | 0           | 0        | 3           | 75       | 1           | 50       | 2                      | 100      |
| With Hearing   | 1                                | 50       | 0           | 0        | 2           | 100      | 1           | 25       | 1           | 50       | 0                      | 0        |

| Findings of Discrimination Rendered by Basis  | Comparative Data             |     |      |    |      |     |      |    |      |     |                 |     |
|---|------------------------------|-----|------|----|------|-----|------|----|------|-----|-----------------|-----|
|   | Previous Fiscal Year Data    |     |      |    |      |     |      |    |      |     | 2021 Thru 03-31 |     |
|   | 2016                         |     | 2017 |    | 2018 |     | 2019 |    | 2020 |     |                 |     |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i> | #                            | %   | #    | %  | #    | %   | #    | %  | #    | %   | #               | %   |
|   | <b>Total Number Findings</b> | 2   |      | 3  |      | 2   |      | 4  |      | 2   |                 | 2   |
| Race  | 0                            | 0   | 0    | 0  | 1    | 50  | 1    | 25 | 1    | 50  | 0               | 0   |
| Color   | 0                            | 0   | 0    | 0  | 1    | 50  | 1    | 25 | 2    | 100 | 0               | 0   |
| Religion  | 0                            | 0   | 0    | 0  | 0    | 0   | 0    | 0  | 0    | 0   | 0               | 0   |
| Reprisal  | 1                            | 50  | 2    | 67 | 2    | 100 | 1    | 25 | 0    | 0   | 0               | 0   |
| Sex   | 2                            | 100 | 0    | 0  | 2    | 100 | 1    | 25 | 1    | 50  | 0               | 0   |
| PDA   | 0                            | 0   | 0    | 0  | 0    | 0   | 0    | 0  | 0    | 0   | 0               | 0   |
| National Origin   | 1                            | 50  | 0    | 0  | 0    | 0   | 0    | 0  | 1    | 50  | 0               | 0   |
| Equal Pay Act   | 0                            | 0   | 0    | 0  | 0    | 0   | 0    | 0  | 0    | 0   | 0               | 0   |
| Age   | 0                            | 0   | 1    | 33 | 0    | 0   | 2    | 50 | 0    | 0   | 1               | 50  |
| Disability  | 0                            | 0   | 1    | 33 | 1    | 50  | 2    | 50 | 0    | 0   | 2               | 100 |
| Genetics  | 0                            | 0   | 0    | 0  | 0    | 0   | 0    | 0  | 0    | 0   | 0               | 0   |
| Non-EEO   | 0                            | 0   | 0    | 0  | 0    | 0   | 0    | 0  | 1    | 50  | 0               | 0   |
|   |                              |     |      |    |      |     |      |    |      |     |                 |     |
| <b>Findings After Hearing</b>   | 1                            |     | 0    |    | 2    |     | 1    |    | 1    |     | 0               |     |
| Race  | 0                            | 0   | 0    | 0  | 1    | 50  | 0    | 0  | 0    | 0   | 0               | 0   |
| Color   | 0                            | 0   | 0    | 0  | 1    | 50  | 0    | 0  | 1    | 100 | 0               | 0   |
| Religion  | 0                            | 0   | 0    | 0  | 0    | 0   | 0    | 0  | 0    | 0   | 0               | 0   |
| Reprisal  | 1                            | 100 | 0    | 0  | 2    | 100 | 0    | 0  | 0    | 0   | 0               | 0   |
| Sex   | 1                            | 100 | 0    | 0  | 2    | 100 | 0    | 0  | 1    | 100 | 0               | 0   |













|   |                                  |             |             |             |             |     |                        |   |   |   |   |   |
|---|----------------------------------|-------------|-------------|-------------|-------------|-----|------------------------|---|---|---|---|---|
| Telework  | 0                                | 0           | 0           | 0           | 0           | 0   | 0                      | 0 | 0 | 0 | 0 | 0 |
| Termination   | 0                                | 0           | 1           | 33          | 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 | 0 | 0 | 0 | 0 |
| Training  | 0                                | 0           | 0           | 0           | 0           | 0   | 0                      | 0 | 0 | 0 | 0 | 0 |
| Other - User Define   |                                  |             |             |             |             |     |                        |   |   |   |   |   |
| <b>Pending Complaints Filed in Previous Fiscal Years by Status</b>  | <b>Comparative Data</b>          |             |             |             |             |     | <b>2021 Thru 03-31</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |     |                        |   |   |   |   |   |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |     |                        |   |   |   |   |   |
| Total complaints from previous Fiscal Years                         | 784                              | 888         | 757         | 686         | 666         | 689 |                        |   |   |   |   |   |
| Total Complainants  | 727                              | 820         | 687         | 630         | 625         | 641 |                        |   |   |   |   |   |
| <b>Number complaints pending</b>                                    |                                  |             |             |             |             |     |                        |   |   |   |   |   |
| Investigation   | 152                              | 86          | 8           | 10          | 6           | 6   |                        |   |   |   |   |   |
| ROI issued, pending Complainant's action                            | 10                               | 11          | 0           | 1           | 0           | 2   |                        |   |   |   |   |   |
| Hearing   | 510                              | 698         | 651         | 543         | 449         | 470 |                        |   |   |   |   |   |
| Final Agency Action   | 113                              | 109         | 95          | 120         | 212         | 209 |                        |   |   |   |   |   |
| Appeal with EEOC Office of Federal Operations                       | 313                              | 342         | 439         | 547         | 612         | 645 |                        |   |   |   |   |   |
| <b>Complaint Investigations</b>                                     | <b>Comparative Data</b>          |             |             |             |             |     | <b>2021 Thru 03-31</b> |   |   |   |   |   |
|   | <b>Previous Fiscal Year Data</b> |             |             |             |             |     |                        |   |   |   |   |   |
|   | <b>2016</b>                      | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> |     |                        |   |   |   |   |   |
| Pending Complaints Where Investigations Exceed Required Time Frames | 116                              | 34          | 9           | 16          | 6           | 4   |                        |   |   |   |   |   |