

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

## TSA (and below)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	491	475	405	392	284	250
Number of Complainants	481	462	391	383	272	236
Repeat Filers	10	12	11	8	12	14

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021 Thru 09-30
<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	88
Color	69	82	63	71	41	38
Religion	30	25	25	14	11	23
Reprisal	252	241	219	190	152	130
Sex	166	169	146	154	112	89
PDA	11	6	6	9	10	5

National Origin	37	32	46	39	27	43
Equal Pay Act	4	1	0	1	2	1
Age	129	140	99	127	92	90
Disability	124	112	131	121	77	75
Genetics	5	2	3	0	0	3
Non-EEO	31	55	23	18	12	11
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 09-30</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	21
Assignment of Duties	23	33	37	24	18	21
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	4
Reprimand	19	30	28	20	15	11
Suspension	42	47	41	35	20	17
Removal	49	26	27	16	6	10
Duty Hours	24	16	9	4	1	8
Perf. Eval./ Appraisal	50	48	37	33	20	11
Examination/Test	11	3	13	3	3	1
<b>Harassment</b>						
Non-Sexual	224	186	211	231	171	124
Sexual	14	11	20	4	12	5

Medical Examination	16	6	17	15	7	10
Pay including overtime	21	17	14	10	10	7
Promotion/Non-Selection	74	82	45	57	23	28
<b>Reassignment</b>						
Denied	7	5	5	4	0	0
Directed	15	10	7	10	6	4
Reasonable Accommodation Disability	35	29	24	28	11	17
Reinstatement	4	2	1	0	0	0
Religious Accommodation	7	7	5	4	3	4
Retirement	0	4	2	1	2	5
Sex-Stereotyping	0	1	0	0	0	0
Telework	5	3	1	1	3	3
Termination	45	59	66	54	34	18
Terms/Conditions of Employment	25	55	49	55	23	26
Time and Attendance	28	29	40	30	7	27
Training	11	11	6	5	3	5
<b>Other</b>						
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2021 Thru 09-30</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	200.96
Average number of days in final action	106.80	144.47	109.05	92.55	125.32	186.52
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	161.53						
Average number of days in final action	45.64	61.29	71.84	66.84	86.74	78.59						
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	254.41						
Average number of days in final action	173.45	184.16	167.24	276.62	352.02	386.76						
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021 Thru 09-30</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						28	
Average days pending prior to dismissal	227	234	371	213	164						134	
<b>Complaints Withdrawn by Complainants</b>												
Total Complaints Withdrawn by Complainants	39	34	30	30	18						8	
<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2021 Thru 09-30</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		3	
Without Hearing	1	50	3	100	0	0	3	75	1	50	2	67
With Hearing	1	50	0	0	2	100	1	25	1	50	1	33

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2021 Thru 09-30	
	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		3
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	1	33
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	33
Disability	0	0	1	33	1	50	2	50	0	0	2	67
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		1	
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	1	100
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 09-30</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	459						
Total Complainants	727	820	687	630	625	433						
<b>Number complaints pending</b>												
Investigation	152	86	8	10	6	5						
ROI issued, pending Complainant's action	10	11	0	1	0	0						
Hearing	510	698	651	543	449	361						
Final Agency Action	113	109	95	120	212	97						
Appeal with EEOC Office of Federal Operations	313	342	439	547	612	656						
<b>Complaint Investigations</b>	<b>Comparative Data</b>						<b>2021 Thru 09-30</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	5						