

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

## TSA (and below)

For 4th Quarter 2023 for period ending September 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	405	392	284	251	343	258
Number of Complainants	391	383	272	236	322	240
Repeat Filers	11	8	12	15	21	18

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Race	149	158	108	88	92	85
Color	63	71	41	38	55	47
Religion	25	14	11	23	88	31
Reprisal	219	190	152	132	145	146
Sex	146	154	112	89	104	97
PDA	6	9	10	5	4	5

National Origin	46	39	27	43	36	35
Equal Pay Act	0	1	2	1	0	0
Age	99	127	92	90	78	72
Disability	131	121	77	75	78	76
Genetics	3	0	0	3	6	2
Non-EEO	23	18	12	12	23	28
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 09-30</b>
<b>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.</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Appointment/Hire	35	24	39	21	16	14
Assignment of Duties*	37	24	18	20	0	0
Awards	6	5	1	4	8	8
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	4	2	3	4	2	2
Reprimand**	28	20	15	11	0	0
Suspension	41	35	20	17	22	19
Removal	27	16	6	10	6	5
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	41	32
Other 2**	0	0	0	0	0	0

Duty Hours*	9	4	1	8	0	0
Perf. Eval./ Appraisal	37	33	20	12	26	9
Examination/Test	13	3	3	1	0	8
<b>Harassment</b>						
Non-Sexual	211	231	171	125	144	143
Sexual	20	4	12	5	10	7
Medical Examination	17	15	7	10	22	19
Pay including overtime	14	10	10	8	16	10
Promotion/Non-Selection	45	57	23	29	54	37
<b>Reassignment</b>						
Denied	5	4	0	0	4	3
Directed	7	10	6	4	11	5
Reasonable Accommodation Disability	24	28	11	17	10	15
Reinstatement*	1	0	0	0	0	0
Religious Accommodation	5	4	3	4	15	10
Retirement*	2	1	2	5	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	1	1	3	4	4	2
Termination	66	54	34	18	21	34
Terms/Conditions of Employment*	49	55	23	26	0	0
Time and Attendance	40	30	7	27	45	33
Training	6	5	3	6	7	14
Other Terms/Conditions of Employment*	0	0	0	0	121	77
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
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru09-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Complaints pending during fiscal year						
Average number of days in investigation	177.85	191.06	160.47	200.96	135.37	127.87
Average number of days in final action	109.05	92.55	125.32	186.52	118.68	43.29
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	183.74	190.57	160.52	161.26	135.97	124.56
Average number of days in final action	71.84	66.84	86.74	78.59	79.11	43.65
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	167.88	0	161.57	256.08	134.22	137.46
Average number of days in final action	167.24	276.62	352.02	386.76	185.08	42.47
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023Thru09-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Total Complaints Dismissed by Agency	94	12	28	28	39	70
Average days pending prior to dismissal	371	213	164	134	82	68
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	30	30	18	9	26	23

<b>Total Final Agency Actions Finding Discrimination</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023Thru09-30</b>	
	<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		4		2		3		0		0	
Without Hearing	0	0	3	75	1	50	2	67	0	0	0	0
With Hearing	2	100	1	25	1	50	1	33	0	0	0	0
<b>Findings of Discrimination Rendered by Basis</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>										<b>2023Thru09-30</b>	
	<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>		<b>2022</b>			
	#	%	#	%	#	%	#	%	#	%	#	%
<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		4		2		3		2		3	
Race	1	50	1	25	1	50	0	0	0	0	0	0
Color	1	50	1	25	2	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	1	25	0	0	1	33	2	100	1	33
Sex	2	100	1	25	1	50	0	0	0	0	1	33
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	50	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	33
Age	0	0	2	50	0	0	1	33	0	0	0	0
Disability	1	50	2	50	0	0	2	67	0	0	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	50	0	0	0	0	0	0

<b>Findings After Hearing</b>	2		1		1		1		1		2	
Race	1	50	0	0	0	0	0	0	0	0	0	0
Color	1	50	0	0	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	0	0	0	0	1	100	1	100	1	50
Sex	2	100	0	0	1	100	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	100	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	0	0	0	0	0	0	0	0
Disability	1	50	1	100	0	0	0	0	0	0	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	100	0	0	0	0	0	0
<b>Findings Without Hearing</b>	0		3		1		2		1		1	
Race	0	0	1	33	1	100	0	0	0	0	0	0
Color	0	0	1	33	1	100	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	33	0	0	0	0	1	100	0	0
Sex	0	0	1	33	0	0	0	0	0	0	1	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	1	100
Age	0	0	2	67	0	0	1	50	0	0	0	0

Disability	0	0	1	33	0	0	2	100	0	0	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	0	0

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

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 09-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		4		2		3		2		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	0	0	1	33	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	1	33	1	50	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	1	50	2	50	0	0	1	33	0	0	0	0
Other Disciplinary Actions**	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												
Non-Sexual	1	50	2	50	2	100	0	0	1	50	0	0
Sexual	1	50	0	0	1	50	1	33	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	0	0	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	0	0	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
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>											
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 09-30</b>						
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>							
Total complaints from previous Fiscal Years	757	686	666	458	360	107						
Total Complainants	687	630	625	432	344	102						
<b>Number complaints pending</b>												
Investigation	8	10	6	5	3	1						
ROI issued, pending Complainant's action	0	1	0	0	0	1						
Hearing	651	543	449	360	314	66						
Final Agency Action	95	120	212	97	45	36						

Appeal with EEOC Office of Federal Operations	439	547	612	658	523	80
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2023 Thru 09-30</b>
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	9	16	6	5	3	1