

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

TSA (Includes Sub-Level Offices)

For 1st Quarter 2025 for period ending December 31, 2024

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Number of Complaints Filed	284	251	343	258	276	65
Number of Complainants	272	236	322	240	260	63
Repeat Filers	12	15	21	18	13	2

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
<small>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</small>						
Race	108	88	92	85	88	20
Color	41	38	55	47	33	12
Religion	11	23	88	31	17	3
Reprisal	152	132	145	146	141	33
Sex	112	89	104	97	92	22
PDA	10	5	4	5	4	0
National Origin	27	43	36	35	34	6
Equal Pay Act	2	1	0	0	1	0
Age	92	90	78	72	71	17
Disability	77	75	78	76	84	19
Genetics	0	3	6	2	0	0
Non-EEO	12	12	23	28	13	0

Part 3 Complaints By Issue	Comparative Data					
<p>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</p> <p>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</p> <p>The reporting of Reassignment Claims has been changed from two separate Denied and Directed rows to one combined row: the first row now accommodates both "Reassignment: Denied/Directed" and the second row has been deprecated for the current FY starting in FY2023.</p>	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Appointment/Hire	39	21	16	14	13	0
Assignment of Duties*	18	20	0	0	0	0
Awards	1	4	8	8	3	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	3	4	2	2	1	0
Reprimand**	15	11	0	0	0	0
Suspension	20	17	22	19	18	5
Removal	6	10	6	5	7	2
Other Disciplinary Actions**	0	0	0	0	44	8
Other 2**	0	0	0	0	0	0
Duty Hours*	1	8	0	0	0	0
Perf. Eval./ Appraisal	20	12	26	9	14	3
Examination/Test	3	1	0	8	2	1
Harassment						
Non-Sexual	171	125	144	143	135	25
Sexual	12	5	10	7	6	3
Medical Examination	7	10	22	19	9	3
Pay including overtime	10	8	16	10	9	4
Promotion/Non-Selection	23	29	54	37	58	17
Reassignment						
Reassignment: Denied/Directed	0	0	4	3	3	0
Directed	6	4	11	5	7	1
Reasonable Accommodation Disability	11	17	10	15	11	2
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	3	4	15	10	10	3
Retirement*	2	5	0	0	0	0
Sex-Stereotyping	0	0	0	1	0	0
Telework	3	4	4	2	1	0
Termination	34	18	21	34	23	6
Terms/Conditions of Employment*	23	26	0	0	0	0
Time and Attendance	7	27	45	33	20	5
Training	3	6	7	14	0	1
Other Terms/Conditions of Employment*	0	0	0	0	76	15
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

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Complaints pending during fiscal year						
Average number of days in investigation	160.47	200.96	135.37	127.87	144.92	156.22
Average number of days in final action	125.32	186.52	118.68	43.29	53.24	38.34
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	160.52	161.26	135.97	124.56	147.87	154.26
Average number of days in final action	86.74	78.59	79.11	43.65	32.59	34.47
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	161.57	256.08	134.22	137.46	144.59	159.09
Average number of days in final action	352.02	386.76	185.08	42.47	90.36	42.59

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Part 5 Complaints Dismissed by Agency	28	28	39	70	46	9
Average days pending prior to dismissal	164	134	82	68	114.2	130.56
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	18	9	26	23	18	3

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 12-31	
	2020		2021		2022		2023		2024			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		0		0		6		4	
Without Hearing	1	50	2	67	0	0	0	0	2	33	1	25
With Hearing	1	50	1	33	0	0	0	0	4	67	3	75

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2025 Thru 12-31	
	2020		2021		2022		2023		2024			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		2		3		6		4	
Race	1	50.00	0	0.00	0	0.00	0	0.00	2	33.33	1	25.00
Color	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	2	50.00
Reprisal	0	0.00	1	33.33	2	100.00	1	33.33	3	50.00	3	75.00
Sex	1	50.00	0	0.00	0	0.00	1	33.33	0	0.00	1	25.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	1	50.00	0	0.00	0	0.00	0	0.00	1	16.67	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00
Age	0	0.00	1	33.33	0	0.00	0	0.00	1	16.67	0	0.00
Disability	0	0.00	2	66.67	0	0.00	1	33.33	2	33.33	1	25.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Findings Without Hearing	1		2		1		1		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	1	50	0	0	0	0	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	0	0	0	0	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	0	0	1	50	0	0	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	0	0	0	0	0	0	0	0
Other 2**	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												
Sexual	0	0	1	50	0	0	0	0	0	0	0	0
Non-Sexual	1	100	0	0	1	100	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	50	0	0
Reassignment												
Reassignment: Denied/Directed	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement*	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	1	50	1	100
Retirement*	0	0	0	0	0	0	0	0	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

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Total complaints from previous Fiscal Years	666	458	360	107	79	226
Total Complainants	625	432	344	102	75	210
Number complaints pending						
Investigation	6	5	3	1	1	56
ROI issued, pending Complainant's action	0	0	0	1	1	24
Hearing	449	360	314	66	40	106
Final Agency Action	212	97	45	36	32	41
Appeal with EEOC Office of Federal Operations	612	658	523	80	127	143

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2025 Thru 12-31
	2020	2021	2022	2023	2024	
Pending Complaints Where Investigations Exceed Required Time Frames	6	5	3	1	5	4