

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

TSA (and below)

For 1st Quarter 2022 for period ending December 31, 2021

| Complaint Activity | Comparative Data | | | | | |
|--|---------------------------|------|------|------|------|---------------|
| | Previous Fiscal Year Data | | | | | 2022Thru12-31 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Number of Complaints Filed | 475 | 405 | 392 | 284 | 251 | 66 |
| Number of Complainants | 462 | 391 | 383 | 272 | 236 | 65 |
| Repeat Filers | 12 | 11 | 8 | 12 | 15 | 1 |
| Complaints by Basis | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru12-31 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | | | | | | |
| Race | 165 | 149 | 158 | 108 | 88 | 24 |
| Color | 82 | 63 | 71 | 41 | 38 | 13 |
| Religion | 25 | 25 | 14 | 11 | 23 | 9 |
| Reprisal | 241 | 219 | 190 | 152 | 132 | 33 |
| Sex | 169 | 146 | 154 | 112 | 89 | 28 |
| PDA | 6 | 6 | 9 | 10 | 5 | 2 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|------------------------|
| National Origin | 32 | 46 | 39 | 27 | 43 | 12 |
| Equal Pay Act | 1 | 0 | 1 | 2 | 1 | 0 |
| Age | 140 | 99 | 127 | 92 | 90 | 21 |
| Disability | 112 | 131 | 121 | 77 | 75 | 11 |
| Genetics | 2 | 3 | 0 | 0 | 3 | 1 |
| Non-EEO | 55 | 23 | 18 | 12 | 12 | 3 |
| Complaints by Issue | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022 Thru 12-31 |
| <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i> | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Appointment/Hire | 36 | 35 | 24 | 39 | 21 | 8 |
| Assignment of Duties | 33 | 37 | 24 | 18 | 20 | 4 |
| Awards | 4 | 6 | 5 | 1 | 4 | 1 |
| Conversion to Full Time/Perm Status | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 8 | 4 | 2 | 3 | 4 | 0 |
| Reprimand | 30 | 28 | 20 | 15 | 11 | 5 |
| Suspension | 47 | 41 | 35 | 20 | 17 | 3 |
| Removal | 26 | 27 | 16 | 6 | 10 | 4 |
| Duty Hours | 16 | 9 | 4 | 1 | 8 | 3 |
| Perf. Eval./ Appraisal | 48 | 37 | 33 | 20 | 12 | 8 |
| Examination/Test | 3 | 13 | 3 | 3 | 1 | 0 |
| Harassment | | | | | | |
| Non-Sexual | 186 | 211 | 231 | 171 | 125 | 28 |
| Sexual | 11 | 20 | 4 | 12 | 5 | 2 |

| | | | | | | |
|--|----------------------------------|-------------|-------------|-------------|-------------|----------------------|
| Medical Examination | 6 | 17 | 15 | 7 | 10 | 5 |
| Pay including overtime | 17 | 14 | 10 | 10 | 8 | 1 |
| Promotion/Non-Selection | 82 | 45 | 57 | 23 | 29 | 6 |
| Reassignment | | | | | | |
| Denied | 5 | 5 | 4 | 0 | 0 | 0 |
| Directed | 10 | 7 | 10 | 6 | 4 | 0 |
| Reasonable Accommodation Disability | 29 | 24 | 28 | 11 | 17 | 2 |
| Reinstatement | 2 | 1 | 0 | 0 | 0 | 0 |
| Religious Accommodation | 7 | 5 | 4 | 3 | 4 | 4 |
| Retirement | 4 | 2 | 1 | 2 | 5 | 1 |
| Sex-Stereotyping | 1 | 0 | 0 | 0 | 0 | 0 |
| Telework | 3 | 1 | 1 | 3 | 4 | 0 |
| Termination | 59 | 66 | 54 | 34 | 18 | 7 |
| Terms/Conditions of Employment | 55 | 49 | 55 | 23 | 26 | 4 |
| Time and Attendance | 29 | 40 | 30 | 7 | 27 | 10 |
| Training | 11 | 6 | 5 | 3 | 6 | 0 |
| Other | | | | | | |
| Processing Time | Comparative Data | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru12-31 |
| | 2017 | 2018 | 2019 | 2020 | 2021 | |
| Complaints pending during fiscal year | | | | | | |
| Average number of days in investigation | 234.49 | 177.85 | 191.06 | 160.47 | 200.96 | 149.87 |
| Average number of days in final action | 144.47 | 109.05 | 92.55 | 125.32 | 186.52 | 100.62 |
| Complaint pending during fiscal year where hearing was requested | | | | | | |

| | | | | | | | | | | | | |
|--|----------------------------------|----------|-------------|----------|-------------|----------|-------------|----------|-------------|----------|----------------------|----------|
| Average number of days in investigation | 217.86 | 183.74 | 190.57 | 160.52 | 161.26 | 132.92 | | | | | | |
| Average number of days in final action | 61.29 | 71.84 | 66.84 | 86.74 | 78.59 | 56.39 | | | | | | |
| Complaint pending during fiscal year where hearing was not requested | | | | | | | | | | | | |
| Average number of days in investigation | 256.25 | 167.88 | 0 | 161.57 | 256.08 | 165.85 | | | | | | |
| Average number of days in final action | 184.16 | 167.24 | 276.62 | 352.02 | 386.76 | 159.79 | | | | | | |
| Complaints Dismissed by Agency | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2022Thru12-31 | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | | |
| Total Complaints Dismissed by Agency | 47 | 94 | 12 | 28 | 28 | 6 | | | | | | |
| Average days pending prior to dismissal | 234 | 371 | 213 | 164 | 134 | 106 | | | | | | |
| Complaints Withdrawn by Complainants | | | | | | | | | | | | |
| Total Complaints Withdrawn by Complainants | 34 | 30 | 30 | 18 | 9 | 4 | | | | | | |
| Total Final Agency Actions Finding Discrimination | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | | | | | | 2022Thru12-31 | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 3 | | 2 | | 4 | | 2 | | 3 | | 1 | |
| Without Hearing | 3 | 100 | 0 | 0 | 3 | 75 | 1 | 50 | 2 | 67 | 0 | 0 |
| With Hearing | 0 | 0 | 2 | 100 | 1 | 25 | 1 | 50 | 1 | 33 | 1 | 100 |

| Findings of Discrimination Rendered by Basis | Comparative Data | | | | | | | | | | | |
|---|------------------------------|----|------|-----|------|----|------|-----|------|-----|---------------|-----|
| | Previous Fiscal Year Data | | | | | | | | | | 2022Thru12-31 | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | | |
| <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 | 3 | | 2 | | 4 | | 2 | | 3 | | 1 |
| Race | 0 | 0 | 1 | 50 | 1 | 25 | 1 | 50 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 1 | 50 | 1 | 25 | 2 | 100 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 2 | 67 | 2 | 100 | 1 | 25 | 0 | 0 | 1 | 33 | 1 | 100 |
| Sex | 0 | 0 | 2 | 100 | 1 | 25 | 1 | 50 | 0 | 0 | 0 | 0 |
| PDA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| National Origin | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 |
| Equal Pay Act | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Age | 1 | 33 | 0 | 0 | 2 | 50 | 0 | 0 | 1 | 33 | 0 | 0 |
| Disability | 1 | 33 | 1 | 50 | 2 | 50 | 0 | 0 | 2 | 67 | 0 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | |
| Findings After Hearing | 0 | | 2 | | 1 | | 1 | | 1 | | 1 | |
| Race | 0 | 0 | 1 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Color | 0 | 0 | 1 | 50 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |
| Religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Reprisal | 0 | 0 | 2 | 100 | 0 | 0 | 0 | 0 | 1 | 100 | 1 | 100 |
| Sex | 0 | 0 | 2 | 100 | 0 | 0 | 1 | 100 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | |
|---|----------------------------------|-------------|-------------|-------------|-------------|----------------------|---|---|---|---|---|---|
| Telework | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination | 1 | 33 | 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 - User Define | | | | | | | | | | | | |
| Pending Complaints Filed in Previous Fiscal Years by Status | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru12-31 | | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | | | | | | | |
| Total complaints from previous Fiscal Years | 888 | 757 | 686 | 666 | 458 | 582 | | | | | | |
| Total Complainants | 820 | 687 | 630 | 625 | 432 | 545 | | | | | | |
| Number complaints pending | | | | | | | | | | | | |
| Investigation | 86 | 8 | 10 | 6 | 5 | 31 | | | | | | |
| ROI issued, pending Complainant's action | 11 | 0 | 1 | 0 | 0 | 9 | | | | | | |
| Hearing | 698 | 651 | 543 | 449 | 360 | 426 | | | | | | |
| Final Agency Action | 109 | 95 | 120 | 212 | 97 | 114 | | | | | | |
| Appeal with EEOC Office of Federal Operations | 342 | 439 | 547 | 612 | 658 | 663 | | | | | | |
| Complaint Investigations | Comparative Data | | | | | | | | | | | |
| | Previous Fiscal Year Data | | | | | 2022Thru12-31 | | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | | | | | | | |
| Pending Complaints Where Investigations Exceed Required Time Frames | 34 | 9 | 16 | 6 | 5 | 4 | | | | | | |