

# 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 |
| <b>Disciplinary Action</b>                   |                           |    |      |    |      |     |      |    |      |    |                 |   |
| 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 |
| <b>Harassment</b>                            |                           |    |      |    |      |     |      |    |      |    |                 |   |
| 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                      |