

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

TSA (and below)

For 3rd Quarter 2023 for period ending June 30, 2023

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	2018	2019	2020	2021	2022	
Number of Complaints Filed	405	392	284	251	343	206
Number of Complainants	391	383	272	236	322	200
Repeat Filers	11	8	12	15	21	6

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
<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	69
Color	63	71	41	38	55	39
Religion	25	14	11	23	88	26
Reprisal	219	190	152	132	145	111
Sex	146	154	112	89	104	72
PDA	6	9	10	5	4	4

National Origin	46	39	27	43	36	30
Equal Pay Act	0	1	2	1	0	0
Age	99	127	92	90	78	54
Disability	131	121	77	75	78	60
Genetics	3	0	0	3	6	2
Non-EEO	23	18	12	12	23	26
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
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.	2018	2019	2020	2021	2022	
Appointment/Hire	35	24	39	21	16	12
Assignment of Duties*	37	24	18	20	0	0
Awards	6	5	1	4	8	6
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	2	3	4	2	1
Reprimand**	28	20	15	11	0	0
Suspension	41	35	20	17	22	15
Removal	27	16	6	10	6	4
Disciplinary Warning**	0	0	0	0	0	0
Other Disciplinary Actions**	0	0	0	0	41	21
Other 2**	0	0	0	0	0	0

Duty Hours*	9	4	1	8	0	0
Perf. Eval./ Appraisal	37	33	20	12	26	7
Examination/Test	13	3	3	1	0	4
Harassment						
Non-Sexual	211	231	171	125	144	115
Sexual	20	4	12	5	10	5
Medical Examination	17	15	7	10	22	15
Pay including overtime	14	10	10	8	16	6
Promotion/Non-Selection	45	57	23	29	54	31
Reassignment						
Denied	5	4	0	0	4	3
Directed	7	10	6	4	11	3
Reasonable Accommodation Disability	24	28	11	17	10	12
Reinstatement*	1	0	0	0	0	0
Religious Accommodation	5	4	3	4	15	9
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	24
Terms/Conditions of Employment*	49	55	23	26	0	0
Time and Attendance	40	30	7	27	45	25
Training	6	5	3	6	7	9
Other Terms/Conditions of Employment*	0	0	0	0	121	54
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
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	177.85	191.06	160.47	200.96	135.37	125.97
Average number of days in final action	109.05	92.55	125.32	186.52	118.68	32.53
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	125.56
Average number of days in final action	71.84	66.84	86.74	78.59	79.11	27.25
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	127.98
Average number of days in final action	167.24	276.62	352.02	386.76	185.08	42.73
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023Thru06-30
	2018	2019	2020	2021	2022	
Total Complaints Dismissed by Agency	94	12	28	28	39	58
Average days pending prior to dismissal	371	213	164	134	82	61
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	30	30	18	9	26	21

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
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
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 06-30	
	2018		2019		2020		2021		2022			
<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	2		4		2		3		2		2	
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	0	0
Sex	2	100	1	25	1	50	0	0	0	0	1	50
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	50
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	50
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

Findings After Hearing	2		1		1		1		1		1	
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	0	0
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	100
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
Findings Without Hearing	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 06-30	
	2018		2019		2020		2021		2022			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		4		2		3		2		2	
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
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2023 Thru 06-30					
	Previous Fiscal Year Data											
	2018	2019	2020	2021	2022							
Total complaints from previous Fiscal Years	757	686	666	458	360	269						
Total Complainants	687	630	625	432	344	251						
Number complaints pending												
Investigation	8	10	6	5	3	5						
ROI issued, pending Complainant's action	0	1	0	0	0	1						
Hearing	651	543	449	360	314	225						
Final Agency Action	95	120	212	97	45	40						

Appeal with EEOC Office of Federal Operations	439	547	612	658	523	540
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 06-30
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	9	16	6	5	3	4