

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

**TSA (includes sub-level offices)**

For 1st Quarter 2024 for period ending December 31, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Number of Complaints Filed	392	284	251	343	258	68
Number of Complainants	383	272	236	322	240	68
Repeat Filers	8	12	15	21	18	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	158	108	88	92	85	27
Color	71	41	38	55	47	8
Religion	14	11	23	88	31	2
Reprisal	190	152	132	145	146	32
Sex	154	112	89	104	97	23
PDA	9	10	5	4	5	3
National Origin	39	27	43	36	35	7
Equal Pay Act	1	2	1	0	0	1
Age	127	92	90	78	72	24
Disability	121	77	75	78	76	19
Genetics	0	0	3	6	2	0
Non-EEO	18	12	12	23	28	6

Part 3 Complaints By Issue	Comparative Data					
<p><b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</b></p> <p><b>Starting in FY2022, issues marked with: * are reported under Other Terms / Conditions of Employment. ** are reported under Other Disciplinary Actions.</b></p> <p><b>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.</b></p>	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Appointment/Hire	24	39	21	16	14	6
Assignment of Duties*	24	18	20	0	0	0
Awards	5	1	4	8	8	0
Conversion to Full Time/Perm Status*	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	2	3	4	2	2	1
Reprimand**	20	15	11	0	0	0
Suspension	35	20	17	22	19	5
Removal	16	6	10	6	5	2
Other Disciplinary Actions**	0	0	0	0	0	7
Other 2**	0	0	0	0	0	0
Duty Hours*	4	1	8	0	0	0
Perf. Eval./ Appraisal	33	20	12	26	9	4
Examination/Test	3	3	1	0	8	0
<b>Harassment</b>						
Non-Sexual	231	171	125	144	143	33
Sexual	4	12	5	10	7	0
Medical Examination	15	7	10	22	19	2
Pay including overtime	10	10	8	16	10	3
Promotion/Non-Selection	57	23	29	54	37	17
<b>Reassignment</b>						
Reassignment: Denied/Directed	4	0	0	4	3	1
Directed	10	6	4	11	5	1
Reasonable Accommodation Disability	28	11	17	10	15	3
Reinstatement*	0	0	0	0	0	0
Religious Accommodation	4	3	4	15	10	1
Retirement*	1	2	5	0	0	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	1	3	4	4	2	0
Termination	54	34	18	21	34	11
Terms/Conditions of Employment*	55	23	26	0	0	0
Time and Attendance	30	7	27	45	33	6
Training	5	3	6	7	14	0
Other Terms/Conditions of Employment*	0	0	0	0	0	17
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					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Complaints pending during fiscal year						
Average number of days in investigation	191.06	160.47	200.96	135.37	127.87	141.98
Average number of days in final action	92.55	125.32	186.52	118.68	43.29	100.65
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	190.57	160.52	161.26	135.97	124.56	151.10
Average number of days in final action	66.84	86.74	78.59	79.11	43.65	31.16
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation	0.0	161.57	256.08	134.22	137.46	136.08
Average number of days in final action	276.62	352.02	386.76	185.08	42.47	334.09

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2024 Thru 12-31
	2019	2020	2021	2022	2023	
Part 5 Complaints Dismissed by Agency	12	28	28	39	70	9
Average days pending prior to dismissal	213	164	134	82	68	106.50
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	30	18	9	26	23	2

Part 6 Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		2		3		0		0		3	
Without Hearing	3	75	1	50	2	67	0	0	0	0	0	0
With Hearing	1	25	1	50	1	33	0	0	0	0	3	100

Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2024 Thru 12-31	
	2019		2020		2021		2022		2023			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	4		2		3		2		3		3	
Race	1	25.00	1	50.00	0	0.00	0	0.00	0	0.00	1	33.33
Color	1	25.00	2	100.00	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	0	0.00	0	0.00
Reprisal	1	25.00	0	0.00	1	33.33	2	100.00	1	33.33	1	33.33
Sex	1	25.00	1	50.00	0	0.00	0	0.00	1	33.33	1	33.33
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00
Age	2	50.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00
Disability	2	50.00	0	0.00	2	66.67	0	0.00	1	33.33	2	66.67
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00

<b>Findings After Hearing</b>	1		1		1		1		2		3	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
Color	0	0.00	1	100.00	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	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	1	100.00	1	100.00	1	50.00	1	33.33
Sex	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	1	33.33
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	1	100.00	0	0.00	0	0.00	0	0.00	1	50.00	2	66.67
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Finding Without Hearing</b>												
	3		1		2		1		1		0	
Race	1	33.33	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00

Color	1	33.33	1	100.00	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	0	0.00	0	0.00
Reprisal	1	33.33	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Sex	1	33.33	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
Age	2	66.67	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
Disability	1	33.33	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00





<b>Findings Without Hearing</b>	0		1		2		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties*	0	0	0	0	1	50	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
<b>Disciplinary Action</b>												
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	0	0	1	50	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
<b>Harassment</b>												
Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Non-Sexual	0	0	1	100	0	0	1	100	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	0	0	1	100	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
<b>Reassignment</b>												
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	0	0	0	0
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

<b>Part 9 Complaints Pending from Previous Fiscal Years By Status</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 12-31</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Total complaints from previous Fiscal Years	686	666	458	360	107	205
Total Complainants	630	625	432	344	102	193
<b>Number complaints pending</b>						
Investigation	10	6	5	3	1	20
ROI issued, pending Complainant's action	1	0	0	0	1	19
Hearing	543	449	360	314	66	129
Final Agency Action	120	212	97	45	36	38
Appeal with EEOC Office of Federal Operations	547	612	658	523	80	101

<b>Part 10 Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2024 Thru 12-31</b>
	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	16	6	5	3	1	1