

Transportation Security Administration
The Notification and Federal Employee Anti-discrimination and Retaliation (No Fear) Act of 2002, Public Law 107-174

Complaint Activity	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Number of Complaints Filed	N/A	636	594	393	297	345
Number of Complainants	N/A	616	582	393	295	337
Repeat Filers	N/A	20	12	0	2	8

Complaints by Basis	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	N/A	249	202	157	88	81
Color	N/A	85	44	48	19	23
Religion	N/A	26	28	14	23	8
Reprisal	N/A	159	159	128	73	85
Sex	N/A	239	208	139	103	76
National Origin	N/A	59	26	34	17	20
Equal Pay Act	N/A	1	1	0	0	0
Age	N/A	217	115	107	99	62
Disability	N/A	197	148	120	119	110
Non-EEO	N/A	19	45	1	18	16

Complaints by Issue	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	N/A	244	44	10	23	37
Assignment of Duties	N/A	8	17	11	9	8
Awards	N/A	0	3	6	4	2
Conversion to Full-time	N/A	0	0	1	0	3
Disciplinary Action						
Demotion	N/A	4	13	9	3	4
Reprimand	N/A	4	20	15	3	19
Removal	N/A	2	2	13	8	13
Suspension	N/A	8	17	13	20	13
Other	N/A	0	0	25	23	1
Duty Hours	N/A	10	9	11	7	17
Evaluation Appraisal	N/A	1	6	9	9	0
Examination/Test	N/A	2	4	5	4	7
Harassment						
Non-Sexual	N/A	65	178	91	124	111
Sexual	N/A	48	45	9	13	14
Medical Examination	N/A	2	0	2	2	6
Pay (Including Overtime)	N/A	9	19	12	7	4
Promotion/Non-Selection	N/A	28	57	63	44	76
Reassignment						
Denied	N/A	5	7	2	5	4
Directed	N/A	1	8	6	3	0
Reasonable Accommodation	N/A	12	8	14	11	10
Reinstatement	N/A	0	0	1	1	1
Retirement	N/A	0	0	0	0	0
Termination	N/A	189	270	86	64	62
Terms/Conditions of Employment		0	3	8	7	17
Time and Attendance	N/A	0	3	8	9	6
Training	N/A	7	1	71	3	4
Other	N/A	0	0	0	24	26

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Processing Time	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Complaints pending during fiscal year						
Average number of days in investigation stage	N/A	N/A	N/A	N/A	406	379.3
Average number of days in final action stage	N/A	N/A	N/A	N/A	326	212
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	N/A	N/A	N/A	N/A	388	340.8
Average number of days in final action stage	N/A	N/A	N/A	N/A	48	81.1
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	N/A	N/A	N/A	N/A	414	418.9
Average number of days in final action stage	N/A	N/A	N/A	N/A	444	346.9

Complaints Dismissed by Agency	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Total Complaints Dismissed by Agency	N/A	109	85	66	81	67
Average days pending prior to dismissal	N/A	N/A	294	150	501	342.2
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	N/A	0	37	35	22	12

Total Final Actions Finding Discrimination	Comparative Data										2007 Thru 9-30	
	Previous Fiscal Year Data											
	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	N/A				0		3		5		6	
Without Hearing	N/A	N/A	0	0%	0	0%	1	33%	0	0%	0	0%
With Hearing	N/A	N/A	0	0%	0	0%	2	66%	5	100%	6	100%

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data											
											2007 Thru 9-30	
	2002		2003		2004		2005		2006			
#	%	#	%	#	%	#	%	#	%	#	%	
<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	N/A		0		0		3		7		6	
Race	N/A	N/A	0	0%	0	0%	0	0%	0	0%	2	33%
Color	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	N/A	N/A	0	0%	0	0%	0	0%	2	28%	2	33%
Sex	N/A	N/A	0	0%	0	0%	0	0%	2	28%	3	50%
National Origin	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Age	N/A	N/A	0	0%	0	0%	0	0%	1	14%	1	17%
Disability	N/A	N/A	0	0%	0	0%	3	100%	2	28%	0	0%
Non-EEO	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing	N/A	N/A	0	0%	0	0%	0	0%	7	100%	6	100%
Race	N/A	N/A	0	0%	0	0%	0	0%	0	0%	2	33%

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Color	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	N/A	N/A	0	0%	0	0%	0	0%	2	28%	2	33%
Sex	N/A	N/A	0	0%	0	0%	0	0%	2	28%	3	50%
National Origin	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Age	N/A	N/A	0	0%	0	0%	0	0%	1	14%	1	17%
Disability	N/A	N/A	0	0%	0	0%	2	100%	2	28%	0	0%
Non-EEO	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Race	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Color	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Sex	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Age	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	N/A	N/A	0	0%	0	0%	1	100%	0	0%	0	0%
Non-EEO	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Issue	Comparative Data										2007 Thru 9-30	
	Previous Fiscal Year Data											
	2002		2003		2004		2005		2006		#	%
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	N/A						5		6		6	
Appointment/Hire	N/A	N/A	0	0%	0	0%	2	40%	2	33%	1	17%
Assignment of Duties	N/A	N/A	0	0%	0	0%	1	20%	0	0%	0	0%
Awards	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	N/A	N/A	0	0%	0	0%	1	20%	0	0%	0	0%
Reprimand	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	N/A	N/A	0	0%	0	0%	0	0%	0	0%	1	17%
Other	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	N/A	N/A	0	0%	0	0%	0	0%	0	0%	1	17%
Non-Sexual	N/A	N/A	0	0%	0	0%	0	0%	1	16%	1	17%
Sexual	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	N/A	N/A	0	0%	0	0%	0	0%	1	16%	0	0%
Pay (Including Overtime)	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	N/A	N/A	0	0%	0	0%	0	0%	0	0%	1	17%
Reassignment	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	N/A	N/A	0	0%	0	0%	0	0%	2	33%	2	33%
Terms/Conditions of	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	N/A	N/A	0	0%	0	0%	1	20%	0	0%	0	0%
Training	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Other	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Findings After Hearing	N/A	N/A	0	0%	0	0%	3	100%	6	100%	6	100%
Appointment/Hire	N/A	N/A	0	0%	0	0%	1	33%	2	33%	1	17%
Assignment of Duties	N/A	N/A	0	0%	0	0%	1	0%	0	0%	0	0%
Awards	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	N/A	N/A	0	0%	0	0%	1	33%	0	0%	0	0%
Reprimand	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	N/A	N/A	0	0%	0	0%	0	0%	0	0%	1	17%
Other	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	N/A	N/A	0	0%	0	0%	0	0%	0	0%	1	17%
Non-Sexual	N/A	N/A	0	0%	0	0%	0	0%	1	16%	1	17%
Sexual	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	N/A	N/A	0	0%	0	0%	0	0%	1	16%	0	0%
Pay (Including Overtime)	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	N/A	N/A	0	0%	0	0%	0	0%	0	0%	1	17%

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Reassignment	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	N/A	N/A	0	0%	0	0%	0	0%	2	33%	2	33%
Terms/Conditions of Employment	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	N/A	N/A	0	0%	0	0%	1	33%	0	0%	0	0%
Training	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Other	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Findings Without Hearing												
Appointment/Hire	N/A	N/A	0	0%	0	0%	1	100%	0	0%	0	0%
Assignment of Duties	N/A	N/A	0	0%	0	0%	1	100%	0	0%	0	0%
Awards	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Other	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Training	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%
Other	N/A	N/A	0	0%	0	0%	0	0%	0	0%	0	0%

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2007 9/30/2007
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Total complaints from previous Fiscal Years	N/A	91	616	1076	1089	540
Total Complainants	N/A	N/A	616	1064	1077	532
Number complaints pending						
Investigation	N/A	N/A	587	577	567	14
Hearing	N/A	N/A	28	170	339	139
Final Action	N/A	N/A	1	329	183	380
Appeal with EEOC Office of Federal Operations	N/A	N/A	N/A	N/A	N/A	7

Complaint Investigations	Comparative Data					2007 Thru 9-30
	Previous Fiscal Year Data					
	2002	2003	2004	2005	2006	
Pending Complaints Where Investigations Exceeds Required Time Frames	N/A	N/A	N/A	N/A	113	208