

Transportation Security Administration EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT: Data as of December 31, 2010

Complaint Activity	Comparative Data					2011 Thru 12-31-10
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Number of Complaints Filed	297	345	349	278	306	107
Number of Complainants	295	337	345	270	285	106
Repeat Filers	2	8	4	8	12	1

Complaints by Basis	Comparative Data					2011 Thru 12-31-10
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	88	81	94	77	88	27
Color	19	23	23	14	12	7
Religion	23	8	9	13	7	2
Reprisal	73	85	96	79	118	21
Sex	103	76	101	67	94	47
National Origin	17	20	38	40	29	7
Equal Pay Act	0	0	0	0	0	0
Age	99	62	87	73	74	32
Disability	119	110	92	55	82	29
Non-EEO	18	16	N/A	13	8	2

Complaints by Issue	Comparative Data					2011 Thru 12-31-10
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	23	37	32	11	14	10
Assignment of Duties	9	8	12	7	20	6
Awards	4	2	2	0	1	4
Conversion to Full-time	0	3	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	3	4	5	2	3	2
Reprimand	3	19	18	11	11	2
Removal	8	13	1	3	7	1
Suspension	20	13	4	4	19	3
Other	23	1	0	0	0	0
Duty Hours	7	17	8	6	8	5
Evaluation Appraisal	9	0	2	4	1	2
Examination/Test	4	7	4	1	3	2
<b>Harassment</b>						
Non-Sexual	124	111	94	113	113	35
Sexual	13	14	10	15	16	5
Medical Examination	2	6	0	1	0	0
Pay (Including Overtime)	7	4	8	3	7	3
Promotion/Non-Selection	44	76	80	50	51	16
<b>Reassignment</b>						
Denied	5	4	11	3	4	1
Directed	3	0	0	0	0	0
Reasonable Accommodation	11	10	10	4	6	3
Reinstatement	1	1	0	0	3	1
Retirement	0	0	0	1	2	0
Termination	64	62	33	47	45	11
Terms/Conditions of Employment	7	17	0	3	4	0
Time and Attendance	9	6	10	1	6	3
Training	3	4	3	0	2	1
Other	24	26	35	0	0	3

Processing Time	Comparative Data					2011 Thru 12-31-10
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Complaints pending during fiscal year						
Average number of days in investigation stage	405.6	379.3	235.2	220.9	287.9	275.8
Average number of days in final action stage	325.6	212.0	152.7	671.3	485.3	227.6
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	388.0	340.8	301.8	222.5	256.3	273
Average number of days in final action stage	48.2	81.1	148.5	16.6	25.5	12.8
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	414.0	418.9	230.9	216.9	320.5	287.1
Average number of days in final action stage	443.5	346.9	166.3	699.3	631.4	332.5

Complaints Dismissed by Agency	Comparative Data					2011 Thru 12-31-10
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Total Complaints Dismissed by Agency	81	67	86	77	60	17
Average days pending prior to dismissal	500.9	342.2	313.3	284.5	317.0	152.6
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	22	12	27	26	10	2

Total Final Actions Finding Discrimination	Comparative Data										2011 Thru 12-31-10	
	Previous Fiscal Year Data											
	2006		2007		2008		2009		2010			
	#	%	#	%	#	%	#	%	#	%		
Total Number Findings	5		6		7		11		11	100%	1	100%
Without Hearing	0	0%	0	0%	2	29%	1	9%	1	9%	0	0%
With Hearing	5	100%	6	100%	5	71%	10	91%	10	91%	1	100%



Findings of Discrimination Rendered by Issue	Comparative Data										2011 Thru 12-31-10	
	Previous Fiscal Year Data											
	2006		2007		2008		2009		2010		#	%
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>							11		11		1	
Appointment/Hire	2	33%	1	17%	1	14%			1	9%	0	0%
Assignment of Duties	0	0%	0	0%	1	14%	2	18%	1	9%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%
Removal	0	0%	1	17%	0	0%	0	0%	0	13%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	13%	1	100%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation 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	0	0%	1	17%	2	29%	0	0%	0	0%	0	0%
Non-Sexual	1	16%	1	17%	2	29%	3	27%	1	9%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%
Medical Examination	1	16%	0	0%	0	0%	1	9%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%
Promotion/Non-Selection	0	0%	1	17%	1	14%	3	27%	4	36%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	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	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%
Reinstatement	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%
Termination	2	33%	2	33%	2	29%	3	27%	2	18%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	1	9%	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%	1	9%	1	9%	0	0%
Other	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%
<b>Findings After Hearing</b>	6	100%	6	100%	5	71%	10	91%	10	100%	1	100%
Appointment/Hire	2	33%	1	17%	1	20%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	1	20%	2	100%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Removal	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Evaluation 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	0	0%	1	17%	2	40%	0	0%	0	0%	0	0%
Non-Sexual	1	16%	1	17%	2	40%	3	100%	1	100%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%
Medical Examination	1	16%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	1	17%	0	0%	3	100%	4	100%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	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	0	0%	0	0%	0	0%	0	0%	2	100%	0	0%
Reinstatement	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%
Termination	2	33%	2	33%	1	20%	3	100%	2	100%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	1	100%	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%	1	100%	1	100%	0	0%
Other	0	0%	0	0%	0	0%	4	100%	0	0%	0	0%

<b>Findings Without Hearing</b>	0	0%	0	0%	2	29%	1	9%	1	0%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
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%	0	0%	0	0%	0	0%	0	0%
Other	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%
Evaluation 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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%
Medical Examination	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	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	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%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	1	50%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2011 Thru 12-31-10
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Total complaints from previous Fiscal Years	1089	540	572	463	403	398
Total Complainants	1077	532	561	455	380	385
<b>Number complaints pending</b>						
Investigation	567	14	119	10	51	89
Hearing	339	139	189	161	197	169
Final Action	183	380	205	205	65	39
Appeal with EEOC Office of Federal Operations	N/A	7	59	87	90	101

Complaint Investigations	Comparative Data					2011 Thru 12-31-10
	Previous Fiscal Year Data					
	2006	2007	2008	2009	2010	
Pending Complaints Where Investigations Exceeds Required Time Frames	113	208	180	141	129	245