

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: TSA (and below)

For 3rd Quarter 2012 for period ending June 30, 2012

\*\*Mixed Cases are Included in this report.\*\*

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 30-Jun
	2007	2008	2009	2010	2011	
Number of Complaints Filed	346	353	277	308	441	312
Number of Complainants	336	339	267	291	437	304
Repeat Filers	9	12	8	13	4	7
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 30-Jun
	2007	2008	2009	2010	2011	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	66	85	80	99	141	105
Color	77	60	20	30	42	50
Religion	7	6	12	10	15	7
Reprisal	74	82	85	144	151	98
Sex	68	92	79	100	163	120
National Origin	22	33	43	33	52	39
Equal Pay Act	0	0	0	0	1	1
Age	57	72	72	82	124	84
Disability	97	92	62	84	115	67
Non-EEO	1	1	3	4	25	11

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2012 Thru 30-Jun
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2007	2008	2009	2010	2011	
Appointment/Hire	29	26	12	19	33	20
Assignment of Duties	6	11	7	23	23	16
Awards	7	3	2	3	2	4
Conversion to Full-time	3	1	0	0	2	1
<b>Disciplinary Action</b>						
Demotion	3	5	2	4	7	6
Reprimand	14	14	17	15	24	28
Suspension	13	6	3	21	27	22
Removal	9	6	2	6	11	12
Other	6	3	2	7	33	9
Duty Hours	13	6	7	9	12	9
Evaluation Appraisal	0	6	10	6	11	13
Examination/Test	5	3	1	4	1	3
<b>Harassment</b>						
Non-Sexual	86	104	119	121	137	108
Sexual	11	16	15	16	9	5
Medical Examination	2	2	0	1	1	3
Pay (Including Overtime)	8	3	3	6	6	7
Promotion/Non-Selection	49	62	52	52	62	43
<b>Reassignment</b>						
Denied	3	5	1	2	1	3
Directed	1	2	4	2	5	7

Reasonable Accommodation	9	6	6	10	18	13
Reinstatement	1	2	0	4	3	0
Retirement	0	0	1	1	3	0
Termination	43	33	45	49	64	26
Terms/Conditions of Employment	11	22	8	10	13	11
Time and Attendance	5	7	4	6	10	11
Training	5	2	0	3	5	5
Other	22	40	30	25	14	5
<b>Processing Time</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 30-Jun</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Complaints pending during fiscal year						
Average number of days in investigation	334.96	269.98	240.26	225.98	285.54	244.79
Average number of days in final action	780	1,142.51	935.32	1,028.75	583.98	165.15
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	334.09	265.47	239.62	233.77	286.04	245.92
Average number of days in final action	0	0	0	0	0	57.1
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	335.5	273.05	240.73	219.93	285.16	244.1
Average number of days in final action	780	1,142.51	935.32	1,028.75	583.98	223.68
<b>Complaints Dismissed by Agency</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2012 Thru 30-Jun</b>
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	
Total Complaints Dismissed by Agency	104	86	70	67	52	76
Average days pending prior to dismissal	329	347	281	350	271	153
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	19	32	20	21	20	18









Reassignment											
Denied	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	1	50
Terms/Conditions of Employment	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
Training	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>											
	5		3		10		12		1		0
Appointment/Hire	1	20	0	0	0	0	1	8	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0
Awards	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
<b>Disciplinary Action</b>											
Demotion	0	0	0	0	1	10	1	8	0	0	0
Reprimand	0	0	0	0	0	0	1	8	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0
Removal	1	20	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	100	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	1	8	0	0	0
<b>Harassment</b>											
Non-Sexual	0	0	1	33	1	10	3	25	0	0	0
Sexual	0	0	0	0	1	10	1	8	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	20	1	33	6	60	3	25	0	0	0



Reassignment											
Denied	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	10	1	8	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0
Termination	2	40	1	33	1	10	2	17	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	8	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	1	8	0	0	0
Other - User Defined	0	0	0	0	0	0	1	8	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Comparative Data</b>						<b>2012 Thru 30-Jun</b>				
	<b>Previous Fiscal Year Data</b>										
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>						
Total complaints from previous Fiscal Years	998	922	685	590	446	599					
Total Complainants	947	865	644	539	414	554					
<b>Number complaints pending</b>											
Investigation	175	49	40	10	7	13					
ROI issued, pending Complainant's action	3	1	2	0	1	2					
Hearing	146	138	178	146	163	295					
Final Agency Action	74	75	68	30	21	40					
Appeal with EEOC Office of Federal Operations	6	11	16	42	83	84					
<b>Complaint Investigations</b>	<b>Comparative Data</b>										
	<b>Previous Fiscal Year Data</b>										
	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>						
Pending Complaints Where Investigations Exceed Required Time Frames	250	104	73	50	107	42					