



One Hundred Twelfth Congress
U.S. House of Representatives
Committee on Homeland Security
Washington, DC 20515

November 26, 2012

Dexter Brooks
Director of Federal Sector Programs
Equal Employment Opportunity Commission
131 M Street, NE
Washington, DC 20507

Dear Director Brooks:

I write to request that the Federal Sector Programs directorate of the Equal Employment Opportunity Commission commence a review of allegations of discrimination within the Transportation Security Administration (TSA).

On November 9, 2012, the Department of Homeland Security Office of Inspector General (OIG) released a report titled Personnel Security and Internal Control at TSA's Legacy Transportation Threat Assessment and Credentialing Office,¹ a copy of which I have enclosed for your review. According to the report, TSA's Transportation Threat Assessment and Credential Offices (TTAC) failed to properly counsel or refer employees who alleged violations of Equal Employment Opportunity (EEO) protections.² The OIG report also found that employees' who alleged EEO violations were asked by TTAC management if they could prove their claim, or were encouraged not to file because there would be no benefit and the employee would "stir things up."³ Needless to say, such statements not only are in violation of EEO statutes but raise serious questions about EEO compliance.

While the allegations contained in the OIG report are confined to TSA's legacy TTAC personnel, I am concerned that the poor practices documented may be more widespread within TSA due, in part, to the flexibility in employment authority at the agency. Accordingly, I would ask that you review and determine the adequacy and appropriateness of the EEO complaint framework in all offices and directorates within TSA.

Thank you for your attention to this matter. If you have any questions about this request, please contact Cherri Branson, Chief Counsel for Oversight at 202-226-2616.

¹ OIG-13-05.

² Id. p. 27

³ Id. p. 28

Sincerely,

A handwritten signature in blue ink that reads "Bennie G. Thompson". The signature is written in a cursive style with a large initial "B".

Bennie G. Thompson
Ranking Member

Enclosure: DHS OIG report titled Personnel Security and Internal Control at TSA's Legacy Transportation Threat Assessment and Credentialing Office