

October 18, 2012

(b)(6) EBDO

Subject: Itemized List of Material Relied On to Support Proposed Suspension Action

- 1) Personnel Conduct Memorandum, dated 07/04/2012 (2 pages)
- 2) Copy of EBDO Givens Notebook (1 page)
- 3) Statement from BDO (b)(6), dated 07/03/2012 (1 page)
- 4) Statement from STSM (b)(6), dated 07/02/2012 (1 page)
- 5) Statement from EBDO (b)(6), dated 07/04/2012 (1 page)
- 6) Statement from EBDO (b)(6), dated 07/07/2012 (1 page)
- 7) Statement from MBDO (b)(6), dated 07/03/2012 (1 page)
- 8) Statement from MBDO (b)(6), dated 07/17/2012 (2 pages)
- 9) Statement from MBDO (b)(6), dated 07/08/2012 (1 page)
- 10) Statement from BDO (b)(6), dated 07/08/2012 (1 page)
- 11) BDOC dispatch log, dated 07/02/2012 (1 page)
- 12) Incident Report, dated 07/02/2012 (5 pages)
- 13) Statement from STSM (b)(6), dated 07/25/2012 (2 pages)
- 14) Statement from STSM (b)(6), dated 07/25/2012 (1 page)

Total Number of Pages: 21



Transportation
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IAH Personnel Conduct Memorandum

Page 1 of 8

To: IAH ER/HR Specialist
From: Candice Villafone

Date: 07/04/2012

Employee's Name:		Employee's EOD:	
(b)(6)		11/3/2002	
Date/Location Incident Occurred:	Memo Type:		
	Performance	Conduct	Attendance
07/02/2012 C-Bridge Non-Sterile	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employee's Shift / Regular Work Area:			
0500-1330 BDO			
Supervisor on Duty / Shift / Regular Work Area:			
STSM (b)(6) 0500-1330/BDO			
SECTION ONE: Describe Conduct / Behavior Issue (attach additional pages as necessary)			
<p>On July 2, 2012 at approximately 07:30 AM EBDO (b)(6) violated SPOT SOP Chapter 3 Sections 3.5A and 3.8.10. EBDO (b)(6) encountered an individual in the non-sterile area of C-Bridge that met the threshold for a SPOT LEO Notification but failed to make the appropriate notifications and failed to follow through with the SPOT LEO Referral per SPOT SOP in accordance with a LEO Notification requirements. EBDO (b)(6) did not maintain continued observation and engage the individual but instead sent the individual to the information booth in C Baggage claim area and then lost visual contact of him. EBDO (b)(6) then decided to take her 15 minute break. A TSO found the individual and notified EBDO (b)(6) that the individual was at C Baggage claim area. STSM (b)(6) responded to C Baggage Claim area and initiated the notifications to SOC and LEO, the individual was screened and detained by Houston Police Department and sent for a psych evaluation, refer to AIMS Incident Report # (b)(6) (attached).</p> <p>During the incident I instructed EBDO (b)(6) to start a time line of events in her BDO notebook for the AIMS Incident Report. While completing the Incident Report I discovered that EBDO (b)(6) had not documented a time line of events as I had instructed her to do (copy of her notebook page attached). Because of the lack of attention to detail, the times in the AIMS Incident Report had to be "approximate times".</p>			
Supervisor Serving Report (Print):		Signature:	
Candice Villafone		<i>Candice Villafone</i>	
		Date:	
		7/4/12	

IAH Personnel Conduct Memo

Revised: 11/7/2011



Transportation
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IAH Internal PCM Routing

Recommended Action from Manager/Supervisor (complete AFTER pre-decisional meeting)		
<input type="checkbox"/> No Action Taken	<input checked="" type="checkbox"/> Disciplinary / Adverse Action	
<input type="checkbox"/> Non-Disciplinary Action	<input type="checkbox"/> Probationary Termination	
Date Case Received:	File Complete?	If No, date returned / to whom:
7/5/12	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
ER / Legal Penalty Range Recommendation / Comments / Additional Info Needed:		
Reduction in Pay Grade - FROM G Band to F Band		
Manager Taking Action / Submitting Recommendation (Print Name):	Signature:	Date:
Cardice Villaforte	Cardice Villaforte	7/4/12
DAFSD Recommendation	Signature:	Date:
<input type="checkbox"/> Concur		
<input type="checkbox"/> Non-Concurrence (note below)		
AFSD Review	Signature:	Date:
<input type="checkbox"/> Concur		
<input type="checkbox"/> Non-Concurrence (note below)		
FOR ADMIN USE	Signature:	Date:
Uploaded Case in iShare / AIM		

Internal Routing Form - Administrative Use Only

Revised: 11/30/2011

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Withheld pursuant to exemption

(b)(3)-49 U.S.C. § 114(r), (b)(6), (b)(7)(C)

of the Freedom of Information and Privacy Act

~~Sensitive Security Information~~

U.S. Department of Homeland Security
George Bush Intercontinental Airport/Houston (IAH), TX



Transportation
Security
Administration

Statement

On Monday July 2, 2012 I, (b)(6) Expert Behavior Detection Officer (EBDO), was working at Behavioral Detection Officer in Charge (BDOC) position of the George Bush Intercontinental Airport/Houston (IAH), Texas when Master Behavioral Detection Officer (MBDO) (b)(6) called and stated he and his partner, EBDO (b)(6) came across an individual while on the way back from checking C Bridge that (b)(3) 49 U.S.C. § 114(r) (b)(3) 49 U.S.C. § 114(r) MBDO (b)(6) also stated (b)(3) (b)(3) 49 U.S.C. § 114(r) When I asked BDO (b)(6) where the individual was currently located he stated, "I don't know; we lost him." I asked MBDO (b)(6), "What do you mean you lost him?" BDO (b)(6) replied by stating, "I don't know (b)(3) 49 U.S.C. § I replied by stating, "Ya'll need to go find him and call me back." BDO (b)(6) replied, "Okay, Will do" and we disconnected the call. Approximately ten (10) minutes later BDO (b)(6) called back into the BDOC and indicated he and his partner were about to go on break. I replied, "How are ya'll about to go on break? What happened to ya'll looking for the guy ya'll were talking to?" BDO (b)(6) replied by stating, "We looked for him but couldn't find him." I asked, "Did ya'll REALLY look for him?" and BDO (b)(6) replied, "Yes, we did." I repeated the question once again, "Did ya'll REALLY REALLY look for him" and BDO (b)(6) replied, "Yes, and we even told some TSO's (Transportation Security Officers) and AirServ employees to be on the lookout (BOLO) for him. I replied, "Okkkkkayyyyy" and we once again disconnected the call. Fifteen (15) minutes later BDO (b)(6) called and stated they "were returning from break and a TSO told them they saw the individual in question and that me and my partner were about to engage the individual and would call me back". Two (2) minutes later BDO (b)(6) called back laughing hysterically and stated "the individual was riding baggage carousel number one (1); what do you want me to do?" My reply was, "What do you mean what do I want you to do? What do you have?" BDO (b)(6) did not reply so I repeated the question, "What do you have (b)(6)?" BDO (b)(6) still did not respond so I stated I was about to contact to Coordination Center for assistance and for him to standby.

Signed this 3 day of July 2012

(b)(6)

By
Name

SENSITIVE SECURITY INFORMATION

~~WARNING: THIS RECORD CONTAINS SENSITIVE SECURITY INFORMATION THAT IS CONTROLLED UNDER 49 C.F.R. PARTS 15 AND 1520. NO PART OF THIS RECORD MAY BE DISCLOSED TO PERSONS WHO DO NOT HAVE A "NEED TO KNOW," AS DEFINED IN 49 C.F.R. PARTS 15 AND 1520, EXCEPT WITH THE WRITTEN PERMISSION OF THE ADMINISTRATOR OF THE TRANSPORTATION SECURITY ADMINISTRATION OR THE SECRETARY OF TRANSPORTATION. UNAUTHORIZED RELEASE MAY RESULT IN CIVIL PENALTIES OR OTHER ACTION. FOR U.S. GOVERNMENT AGENCIES, PUBLIC DISCLOSURE GOVERNED BY 5 U.S.C. 552 AND 49 C.F.R. PARTS 15 AND 1520.~~

U.S. Department of Homeland Security
George Bush Intercontinental Airport
18700 John F. Kennedy Blvd
Houston, Texas 77032



Transportation
Security
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Date: July 2, 2012

To: Whom It May Concern

From: STSM (b)(6)

Subject: EBDO (b)(6) and MBDO (b)(6)

On July 2, 2012 I received a phone call from BDOC EBDO (b)(6) who stated that she wanted to make me aware of a possible incident in C Baggage Area involving MBDO (b)(6) and EBDO (b)(6). EBDO (b)(6) proceeded to inform me that MBDO (b)(6) called her and was telling her about a suspicious individual that he and EBDO (b)(6) encountered in the non-sterile area of C-Bridge. She further stated that she could not understand what MBDO (b)(6) was telling her because he just kept laughing. She stated that MBDO (b)(6) said that the guy (b)(3) 49 U.S.C. § 114(n) (b)(3) 49 U.S.C. § 114(n) EBDO (b)(6) asked MBDO (b)(6) "what behaviors he had" but he just kept saying "what do you want me to do" and she continued asking him "what do you have?". She then stated they lost sight of the individual and decided to go to break. She further informed me that she was certain that the guy was a SPOT LEO Referral and asked me to please respond to the incident because she was concerned about the situation.

I responded and took control of the incident. (b)(6)

After the incident I spoke with MBDO (b)(6) and inquired as to why he and EBDO Givens did not make the appropriate notifications and conduct the SPOT LEO Referral? He stated "at that time we weren't thinking about him being a SPOT LEO Referral (b)(3) 49 U.S.C. § 114(n) (b)(3) 49 U.S.C. § 114(n) then while we were at break it dawned on us that he was a LEO Referral so we proceeded to go and try to locate him". I asked him "at any time before he went to break did he pass off the behaviors (b)(3) 49 U.S.C. § 114(n) on the individual to the other BDO team on C Checkpoint" and he stated "No, I didn't". I asked him if he understood that he failed to complete the referral per SOP by going to break and not continuing observation and notification procedures on the individual and he stated "yes I know now, but I didn't realize it at the time".

(b)(6)

STSM-IAH

On July 2, 2012 at 0730hrs in Terminal C bridge lobby area Behavior Detection Officers (BDO's) (b)(6) and (b)(6) observed an individual exhibiting suspicious behavior. At 0733hrs (b)(6) called Behavior Detection Officer in Charge (BDOC) (b)(6) to report suspicious individual exhibiting behaviors. BDO's (b)(6) and (b)(6) engaged the individual who (b)(3)49 U.S.C. § 114(f). Upon engaging the individual his behaviors escalated to a Law Enforcement Officer (LEO) call. BDO's (b)(6) and (b)(6) escorted the suspicious individual down to the baggage claim area to the bus area. At 0736hrs BDO's (b)(6) and (b)(6) had lost sight of the suspicious individual. BDO (b)(6) called BDOC (b)(6) with a description of the individual. BDO's (b)(6) did a perimeter check of the baggage claim area and all of the exit area outside. The suspicious individual was nowhere in sight. BDO's (b)(6) went down to train level in search of the suspicious individual. While at the train level BDO's (b)(6) asked two TSO's if they had saw the suspicious individual. Only one of the TSO's confirmed that he had saw the suspicious individual who claim that he just went back up the baggage claim area. BDO's (b)(6) went back up to the baggage claim area in search of the suspicious individual. While in the baggage claim area we asked two Airserve employees if that had seen the suspicious individual that claimed that they did not see the individual. BDO (b)(6) told the Airserve employees to tell the BDO's at checkpoint if suspicious individual was found. At 0740hrs BDOC (b)(6) was called and informed the suspicious individual could not be found. BDO (b)(6) informed BDO (b)(6) also in Terminal C of the suspicious individual to keep a look out. At 0742hrs BDO's (b)(6) called in BDOC to take 15 minute break in the break room in Terminal C. While on break a Transportation Security Officer (TSO) came in the break room of Terminal C to inform us that the Airserve employees were looking for us. BDO's (b)(6) went down to the baggage claim area to find the Airserve had the suspicious individual sitting down in a chair surrounding him. At 0755hrs BDO's (b)(6) called BDOC (b)(6) to confirm that we had the suspicious individual in sight to call the LEO. At 0755hrs the Security Operation Center (SOC) was notified by BDOC. At 0755hrs the suspicious individual's behaviors continued to escalate. At 0800hrs STSM (b)(6) arrived to assist in maintaining visual observation of the suspicious individual whose behavior continued to escalate. At 0805hrs Officer (b)(6), (b)(7)(C) arrived. At 0805hrs Carlos Salinas Airport Security Operations (AOS) arrived. At 0807hrs Officer R. (b)(6) along with 4 other LEO's who arrived to assist in the arrested of the suspicious individual (b)(6) Texas Identification # (b)(6) Expiration 12/08/2015. (b)(6) Upon searching (b)(6) Officer (b)(6), (b)(6) found multiple identifications with the same name on it. Also excessive amount of currency totaling \$6,861.00 was found on (b)(6) with no apparent reason to possess. A National Crime Information Center (NCIC) check cleared. (b)(6) was sent to Ben Taub Hospital on NPC Transport. The case # (b)(6)

(b)(6)

7/4/12

July 7, 2012

Additional Statement

On July 2, 2012 I BDO (b)(6) and (b)(6) was involved in an incident involving a Law Enforcement Officer (LEO) arrest of a suspicious individual (b)(6) (b)(6) with behaviors. I received a Disciplinary Action for not following SOP from STSM (b)(6) and STSM (b)(6). I disagree with this action and their reason behind it. In my original statement I gave a detailed account with a timeline of the events that happened that day. I had to write the original statement on July 4, 2012. On July 2, 2012 while preparing to type up the Incident Report I received a call from my son stating that he and my husband were involved in a terrible car crash. Immediately, told my partner BDO (b)(6) and STSM (b)(6) that I had to leave right away. BDO (b)(6) said he will type up the incident report. Due to my early departure my partner had some difficulty with the Incident Report. Not only did I leave early on July 2, 2012 to go to the emergency room. I took off July 3, 2012 to care for my husband and son. I returned on July 4, 2012. On July 4, 2012 after in brief I was confronted by (b)(6) to write a statement about the LEO arrest of the suspicious individual with behaviors. I wrote a statement with a timeline of events that occurred on July 2, 2012. Later that day I was called in the office by STSM (b)(6) and STSM (b)(6) to receive my Disciplinary Action write up. STSM Villafone and STSM (b)(6) told me that I was not allowed to take a break while in the pursuit of a suspicious individual. In my original statement I BDO (b)(6) had lost sight of the suspicious individual. BDO's (b)(6) did a perimeter check around the baggage claim area inside and outside. BDO's (b)(6) went down to the train level in search of the suspicious individual. BDO's (b)(6) asked to Transportation Security Officers (TSO's) if they had seen the suspicious individual only one said he saw the individual who claimed he went back up the baggage claim area. BDO's (b)(6) went back up to the baggage claim area and asked two Airserve employees if they had seen the suspicious individual. The Airserve employees said they did not see the suspicious individual. BDO (b)(6) asked Airserve employees to tell the BDO's at the checkpoint if they see the suspicious individual. BDO (b)(6) informed BDO (b)(6) also in Terminal C of the suspicious individual and to keep a look out. At 0742hrs BDO's (b)(6) and (b)(6) called Behavior Detection Officer in Charge (BDOC) (b)(6) to take a break. I BDO (b)(6) needed a break to take my medication I was feeling light headed. I always take my medicine between 0700hrs and 0730hrs. While BDO's (b)(6) were on break a TSO told us the Airserve employee came to the checkpoint looking for us. We immediately went down to the baggage claim area to find the Airserve employees surrounding the individual. At 0755hrs BDO's (b)(6) called BDOC (b)(6) to confirm that we had the suspicious individual in sight and to call the LEO and notify the SOC. At 0805hrs Officer (b)(6) arrived. At 0807hrs Officer (b)(6) along with 4 other officers arrived to assist in the arrest of the suspicious individual (b)(6).

(b)(6)

Sensitive Security Information

U.S. Department of Homeland Security
George Bush Intercontinental Airport/Houston (IAH), TX



Transportation
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Statement

I, (b)(6) was walking to the C-Bridge checkpoint with my partner (b)(6) when I noticed a passenger (b)(3)(49 U.S.C. § 114(n)) I engaged him in conversation to see if he needed help finding his gate. He presented me with his identification card when I ask (b)(3)(49 U.S.C. § 114(n)) He stated "I need help with finding some meteorology information for the weather." I continued to talk to him and asked (b)(3)(49 U.S.C. § 114(n)) While this is going on my partner is in a trail position observing for further behaviors. He stated "(b)(6)" and I said (b)(3)(49 U.S.C. § 114(n)) from which he had no reply but began to speak in French. He appeared to go downstairs to the information desk to get the information he wanted. After the completion of the conversation my partner and I further discussed the behaviors and determined that the passenger was in fact a Spot Leo call but by this time the individual was out of our line of sight. (b)(6) (b)(6) and I originally slated to take our breaks at 0730, spent fifteen minutes sweeping the three floors looking for the individual that we had now determined to be a LEO notification. We did not find the individual of interest. We notified some TSOs and some airserve employees during our sweep of terminal c that we were looking for the individual and to notify us if they came into view of him. When we were unable to locate him my partner and I took our break to not further inconvenience our C-South bdo team, as their break was slated for 0745. While on break I was notified by a TSO that the airserve employees had him sitting down in a chair of the C-North lobby. My partner and I left immediately to go get a visual of the individual. When we arrived, the individual stated to airserve that "I'm hungry" and proceeded to go downstairs to Terminal C baggage claim. My partner and I followed him down stairs while keeping a distance until the correct notifications had been made.

Signed this 3 day of July 2012

By (b)(6) (BDO)
Name

SENSITIVE SECURITY INFORMATION

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U.S. Department of Homeland Security
George Bush Intercontinental Airport/Houston (IAH), TX



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the location of individuals that have been determined to meet the threshold for LEO notification in the non-sterile area that are not in the view of a BDO. We made the proper notification both when the individual was not in our line of sight and when we had him back in our line of site. Further it is my stance STSM Michael Wiley created a hostile work environment for my co-worker (b)(6) and me by putting out partially information that would cause us to be viewed in a less than favorable light with our peers. We followed direction to the best of our abilities in the heat of the moment. There was no security breach caused. There was no impact to security. The possible threat was mitigated. It would be fallible to think that my partner and I had a dereliction of duty when we were the ones that handled the entire proceedings. In fact, it was our willingness to go above and beyond in procedural notification of Airserve that led us to the individual for LEO threat mitigation.

Signed this 17 day of July 2012

By

(b)(6)

Name

(BDO)

~~SENSITIVE SECURITY INFORMATION~~

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~~Sensitive Security Information~~

U.S. Department of Homeland Security
George Bush Intercontinental Airport/Houston (IAH), TX



Transportation
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Statement

On July 2, 2012, at approximately 8:00am, I, (b)(6) Master Behavior Detection Officer (MBDO), was working at Terminal C North of the George Bush Intercontinental Airport/Houston (IAH), Texas. While returning from break, I was approached by (b)(6), (b)(6), Master Behavior Detection Officer (MBDO), and (b)(6), Expert Behavior Detection Officer (EBDO). MBDO (b)(6) advised me that they had observed an individual acting strangely in the Blue parking garage while returning from C Bridge. MBDO (b)(6) gave me a description and advised that they had engaged the individual in casual conversation. I asked if the individual was a passenger or was looking for his car. MBDO (b)(6) and EBDO (b)(6) both stated he was not a returning or departing passenger. I asked if the individual was going to be a referral and MBDO (b)(6) stated "No, we don't have enough points on him, just fidgeting. I just think he is a homeless guy. Just keep an eye out for him".

I met my Partner (b)(6) MBDO at the C North check point. MBDO (b)(6) advised me that he had been informed by the Checkpoint Lead Transportation Security Officer (LTSO) there was an irate passenger in baggage claim. We proceeded to baggage claim to find out what was happening. When we arrived in baggage claim, Houston Police (HPD), was arresting the individual. Candace Villafone, Transportation Security Manager (TSM), MBDO (b)(6) and EBDO (b)(6) were already present so MBDO (b)(6) and I returned to cover the Terminal C checkpoints.

Signed this 8th day of 2012

By (b)(6) (MBDO)

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U.S. Department of Homeland Security
George Bush Intercontinental Airport/Houston (IAH), TX



Transportation
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Administration

Statement

On July 2 at 0800, I, Behavior Detection Officer (b)(6) was working at C-North Checkpoint of the George Bush Intercontinental Airport/Houston (IAH), Texas. After coming out of the break room I passed the Supervisors podium and Lead Transportation Security Officer Anthony F. Informed me that there was a irate passenger down in baggage claim. I met up with my partner (b)(6) (b)(6) and I headed downstairs to observe the situation. Coming down the escalator I observed my TSM (b)(6) and another gentlemen observing four HPD Officers talking to a male who was sitting down in a chair. Off to the side was another BDO team writing in their notebooks. The other BDO team was BDO (b)(6) and BDO (b)(6).

Signed this 08 day of July, 2012.

By

(b)(6)

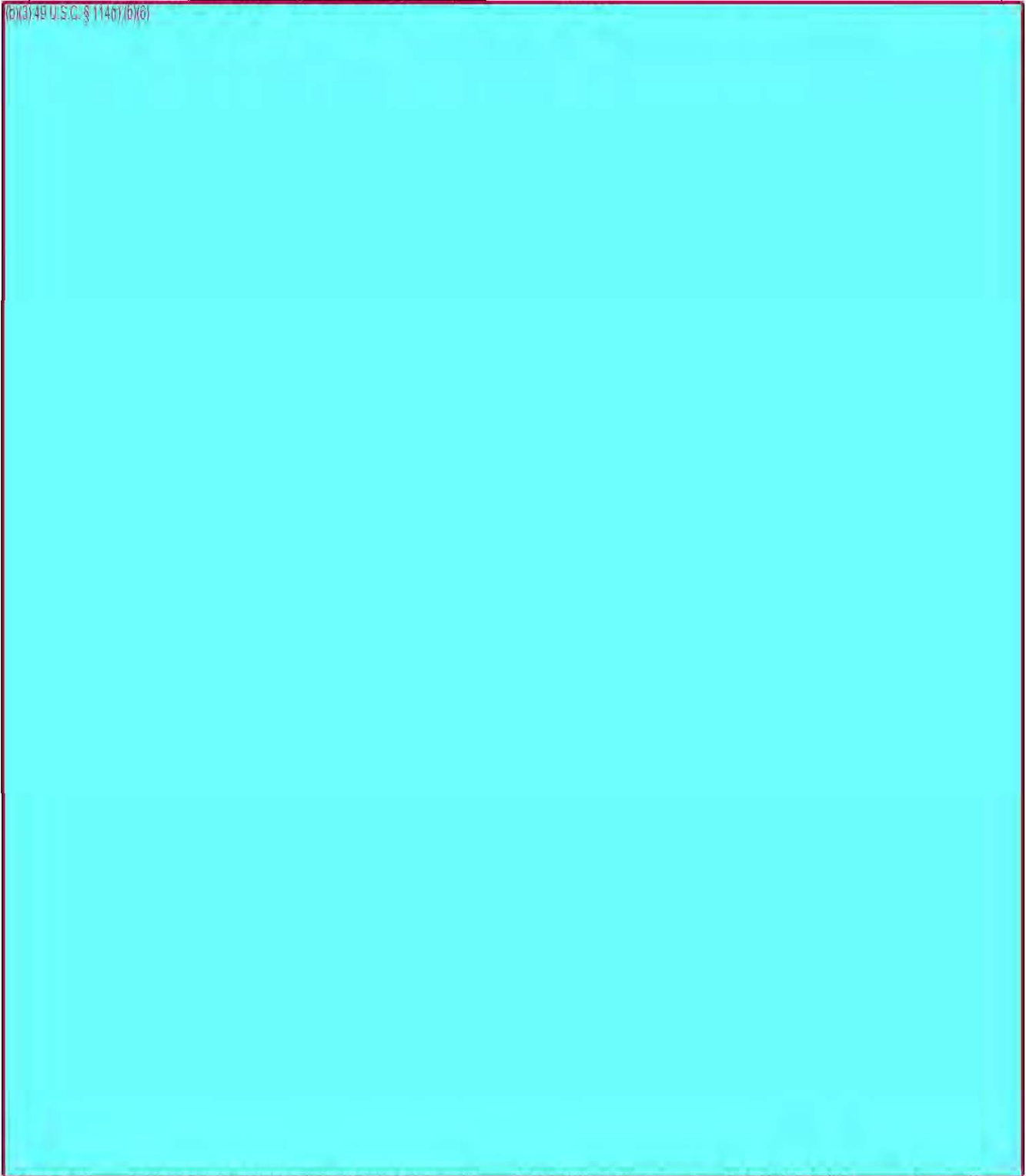
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TSA LEADERSHIP:	AM STSM Candice	AM BDOC Antonette	NOTES
Juan Sanchez DAFSD	PM STSM	PM BDOC Tom	
DATE: Monday	July 2, 2012	OPERATIONS FROM 0500-2100	=Expert BDO

(b)(3)49 U.S.C. § 1146(b)(6)



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SENSITIVE SECURITY INFORMATION

Incident Report

Section I: Type/Location of Incident			
Airport Name and Three Letter Code: IAH - Houston Intercontinental		Date Occurred: 7/2/2012	Time Occurred: 07:53:00
(b)(7)(F) 48 U.S.C. § 114(n)		Report Number or SPOT Referral Number: (b)(6)	
Location of Incident (Specify pier, terminal, checkpoint, lane, etc.): Airport (General) - Terminal C Baggage pick up, Carousel #1. Male expediting behavior that meet the BDO threshold which cause LEO intervention.			
Media Attention? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Terminal Evacuated? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	If Yes for, Ordered by Whom?	Checkpoint Closure? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	If Yes, Ordered by Whom?
Time Checkpoint closed?		Time Checkpoint opened?	
Section II: Notifications and Personnel Involvement			
TSOC Notification Required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
TSOC Notified by: (b)(6)		Name of TSOC REP: (b)(6)	
Date: 7/2/2012		Time: 08:59:00	
Was BDO Notified: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Date Notified:	Time Notified:	Notified by:
BDO Name and Title:			
Was TSS-E Notified: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Date Notified:	Time Notified:	Notified by:
TSS-E Name and Title:			
Was TSI Notified: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Date Notified:	Time Notified:	Notified by:
TSI Name and Title:			
Was Canine Team Notified: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Date Notified:	Time Notified:	Notified by:
Canine Team Lead Name and Title:			
Was FSD Notified: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Date Notified: 7/2/2012	Time Notified: 08:40:00	Notified by: (b)(6)
FSD Name: Ann Testa FSD			
Name/Title: (b)(6) CCO-S	Date Notified: 7/2/2012	Time Notified: 07:53:00	Notified by: (b)(6)
Name/Title: Hector Vela DFSD	Date Notified: 7/2/2012	Time Notified: 08:40:00	Notified by: (b)(6)
Part B: Non-TSA Notifications			
LEO Notified? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Date Notified:	Time Notified:	Notified by:
LEO Responded: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		If Responded, Time:	If Yes, Name and Badge #:
Agency:	Date Notified:	Time Notified:	Notified by:
Agency:	Date Notified:	Time Notified:	Notified by:
Agency:	Date Notified:	Time Notified:	Notified by:
Part C: TSA Employees Involved			
Position (select one): <input type="checkbox"/> TSO/TSO <input type="checkbox"/> STSO <input type="checkbox"/> TSM <input checked="" type="checkbox"/> Other: Behavior Detection Officer - Expert	Last Name: (b)(6)	First Name:	Assigned Terminal/Shift:
Position (select one): <input type="checkbox"/> TSO/TSO <input type="checkbox"/> STSO <input type="checkbox"/> TSM <input checked="" type="checkbox"/> Other: Behavior Detection Officer - Master	Last Name: (b)(6)	First Name:	Assigned Terminal/Shift:
Position (select one): <input type="checkbox"/> TSO/TSO <input type="checkbox"/> STSO <input type="checkbox"/> TSM <input checked="" type="checkbox"/> Other: Transportation Security Manager - BDO	Last Name: (b)(6)	First Name:	Assigned Terminal/Shift:
Part D: Non-TSA Witnesses Whose Information is Not Recorded Elsewhere			
Name:	Address:	Phone: (Cell or Home)	Email:
Name:	Address:	Phone: (Cell or Home)	Email:
Name:	Address:	Phone: (Cell or Home)	Email:

Previous editions of this form are obsolete.

SENSITIVE SECURITY INFORMATION

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SENSITIVE SECURITY INFORMATION

Section III: Individual(s) Involved. If More Than 1 Individual Use Additional Pages						
Last Name: (b)(6)		First Name: (b)(6)		Middle Name: (b)(6)		Alias/Nickname:
Street Address: (b)(6)		Apartment / Unit Number: (b)(6)		City: (b)(6)	State/Province: (b)(6)	Zip Code/Postal Code: (b)(6)
Alternate Address: (b)(6)		Apartment / Unit Number: (b)(6)		City: (b)(6)	State/Province: (b)(6)	Zip Code/Postal Code: (b)(6)
Country, if outside of the U.S.:				Primary Telephone: (Cell or Home)		Alternate Telephone (or email address):
BDO Description of Individual, if applicable:						
Gender: <input checked="" type="checkbox"/> M <input type="checkbox"/> F	Driver's License Number: (b)(6)	Issuing State: TX	Passport Number:	Passport Country of Issue:	Date Issued:	Date of Birth: (b)(6)
Other ID (Type):	Other ID Number:	IVCC Number: (b)(3) 49 U.S.C. § 114(n)				Passenger? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Detained By LEO? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		If Yes, by Whom? Name and Badge # of Officer:		Summons Issued by LEO? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		If Yes, by Whom? Name and Badge # of Officer:
Arrested By LEO? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		If Yes, by Whom? Name and Badge # of Officer:		Charge(s) Filed? <input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal		List Charge(s), if known:
Active Military? If Yes, What Branch? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Traveling on Orders? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Cleared to Fly? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		If Yes, by Whom and Time:
Boarding Pass and ID returned to passenger? If No, Describe in Narrative If Yes, by Whom: <input type="checkbox"/> TSA <input type="checkbox"/> LEO <input type="checkbox"/> Other (Describe in Narrative)				EIR Initiated? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Air Carrier(s):		Flight Number(s):		Connecting Flight(s) and/or Destination:		Gate:
Flight(s) Delayed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, How Long?		If Flight delayed: # of PAX: # of Crew:		Passenger Missed Flight? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Scheduled Departure Time:	Actual Departure Time: Was Checked Baggage removed from Flight? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Section IV: Items Discovered						
<input type="checkbox"/> Ammunition/Gunpowder <input type="checkbox"/> Firearms (complete firearms information below) <input type="checkbox"/> Tools <input type="checkbox"/> Replica Weapons <input type="checkbox"/> Bludgeons <input type="checkbox"/> Explosives/Fireworks <input type="checkbox"/> Knives/Blades (≤ 3") <input type="checkbox"/> Sharp Objects <input type="checkbox"/> Box Cutters <input type="checkbox"/> HAZMAT <input type="checkbox"/> Knives/Blades (> 3") <input type="checkbox"/> Other: <input type="checkbox"/> Dangerous Objects <input type="checkbox"/> Flammable/Irritants <input type="checkbox"/> Contraband						
Artfully Concealed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		If Yes, how was it Concealed?		Item Description/Additional Information:		Photo Taken? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Detection Method: <input type="checkbox"/> Bag Search <input type="checkbox"/> Body Search <input type="checkbox"/> EDS <input type="checkbox"/> ETD <input type="checkbox"/> HHMD <input type="checkbox"/> WTMD <input type="checkbox"/> X-Ray <input type="checkbox"/> AIT <input type="checkbox"/> Other (specify):						
Part B: Firearm Information						
Firearm Loaded? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		Make:	Model:	Caliber:	Serial Number:	
Chambered Round? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Location Discovered?	Firearm Discharged? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, By Whom?		# of Rounds Expended?	Injuries? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	(Select as Appropriate) <input type="checkbox"/> Checked <input type="checkbox"/> Carry-on Bag
Passenger has Firearms Permit? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, Issued by:		Additional Information:				
Section V: Motor Vehicle Information						
Type:	Make:	Model:		Color:	Year:	
License State:	License Number:				Photo Taken? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Section VI: Passenger Complaint/Injury or Serious Injury/Loss of or Damage to Passenger Property						
Description of Alleged Incident: (Provide detailed description in Narrative)						
<input type="checkbox"/> Lost or Damaged Personal Property <input type="checkbox"/> Physical Injury <input type="checkbox"/> Complaint About Screening Process <input type="checkbox"/> Death <input type="checkbox"/> Other						
CCTV Copied? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	If No, describe in Narrative:	EMS Notified? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	EMS Responded? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Treatment Refused? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Photo Taken? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Checkpoint Condition Normal? (wet floor, etc.) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If No, describe in Narrative:			Immediate Configuration Changes Required? If yes, describe in Narrative: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			

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~~SENSITIVE SECURITY INFORMATION~~

Section VII: AIT Information

Type: ☐ L3 ☐ Rapiscan ☐ Other (specify):

Did Individual Request Private Screening?
☐ Yes ☐ No

(b)(3); 49 U.S.C. § 114(r)

Location where items are found should be shown on diagram below. Be sure items found/detection method is described in Section IV.

(b)(3); 49 U.S.C. § 114(r)

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SENSITIVE SECURITY INFORMATION

Section VIII: Reporting Officer's Summary/Narrative

In addition to this Summary/Narrative attach separate Witness Statement from each TSA Employee who witnessed the Incident. Reporting Officer must review all Statements.

Your Physical Position at Time of Incident:		Timing and description of LEO response, if applicable:	
Location of Incident:	Date of Incident:	Date/Time of Statement:	
Name of Individual and any other identifying information:			
Who else witnessed the Incident?			

What happened? Write in chronological order. Provide facts, not opinions and conclusions. Did the Individual say anything during the Incident? If yes, quote their actual words to the best of your ability. Include only what you know first-hand. Write clearly or type. If additional room is required attach additional sheets.

On July 02, 2012, at Terminal C Bridge checkpoint at approximately 0730, Behavior Detection Officers (b)(6) and (b)(6) were commuting from C-Bridge to terminal C-North checkpoint when they observed an individual displaying Spot Behaviors that met the threshold for a SPOT referral. BDO (b)(6) engaged the individual in casual conversation, whom identified himself as (b)(6) by attempting to submit a Texas Identification card for their review. The BDO's offered assistance to (b)(6) whom stated (b)(3) 49 U.S.C. § 114(r). BDO (b)(6) instructed (b)(6) that there was an information desk on the first floor of passenger pickup baggage claim area that could provide him with the requested information. The individual (b)(3) 49 U.S.C. § 114(r) (b)(6) then proceeded down the third floor escalator where he began to jump up and down and scream. The individual then jumped on carousel number one and continued jumping up and down. The individual then sat down on the baggage chute and proceeded to slid down the chute. (b)(6) then proceeded to drop his money and hat in front of a vending machine then promptly ran outside and hurdled some barricades before returning to his property. At 0735, BDO (b)(6) notified the Behavior Detection Operations Center (BDOC) that (b)(6) had reached the threshold for a LEO notification. At approximately 0805, HPD Officer (b)(6), (b)(7)(C) arrived on site and questioned the individual. During the LEO interview (b)(6) stated that "he was at the airport to exchange some currency and he had not taken his Psychiatric medication today". During the pat down the LEO's located \$6,861.00 dollars in US Currency that (b)(6) stated "was from his monthly social security/disability checks". At 0837, Officer (b)(6), (b)(7)(C) detained (b)(6) to transport him to Ben Taub for a Psychiatric evaluation and treatment. National Crime Information Center (NCIC) check came back with negative findings.

(b)(6) was transported by HPD to Ben Taub for a Psychiatric evaluation and treatment.

Section IX: Reporting Officer

Position (select one): <input type="checkbox"/> TSO/LTSO <input type="checkbox"/> STSO <input type="checkbox"/> TSM <input type="checkbox"/> BDO TSV <input checked="" type="checkbox"/> Other: BDO-E		Duty Assignment:	Duty Telephone:
Last Name: (b)(6)	First Name: (b)(6)	Terminal and Shift:	
Signature:		Date: / /	

Section X: Reviewing Officer

Position:	Duty Telephone:
Last Name:	First Name:
Signature:	
Date: / /	

Section XI: Attachment(s) (mark all that apply)

☐ None ☐ Statements: (Qty) ☐ Photographs: (Qty) ☐ PARIS Report ☐ CCTV ☐ LEO/EMS Report ☐ IVCC Report ☐ Other:

*Ensure attachments are marked SSI as appropriate.

WARNING: This document may contain Privacy Act protected or other sensitive information and should be protected from unauthorized disclosure. TSA employees and contractors may share this information within DHS on a need-to-know basis. Disclosure outside of DHS must be approved by the Office of Chief Counsel and TSA Privacy Office.

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SENSITIVE SECURITY INFORMATION

Section XII: TSA Employee Statement (completed by those who witnessed or participated in reportable incident and reviewed by reporting officer)

Your Name:		Title:	Position at Time of Incident:
Location of Incident:		Date of Incident:	Date/Time of Statement:
Name of Individual and any other identifying information:			
Who else witnessed the incident?			
Boarding Pass and ID returned? <input type="checkbox"/> Yes If Yes, By Whom? <input type="checkbox"/> No If No, Explain <input type="checkbox"/> Not Applicable			
Artfully Concealed? If yes, explain. <input type="checkbox"/> Yes <input type="checkbox"/> No			
Timing and description of LEO response, if applicable:			
AIT Type: <input type="checkbox"/> L3 <input type="checkbox"/> Rapiscan <input type="checkbox"/> Other (specify):		AIT Pat-down conducted by:	

(b)(3)-49 U.S.C. § 1114(i)

Narrative: Describe what happened. Write in chronological order. Provide facts, not opinions and conclusions. Did the individual say anything during the incident? If yes, quote their actual words to the best of your ability. Include only what you know first-hand. Write clearly or type. If additional room is required attach additional sheets.

Printed Name:	Signature and Date:
---------------	---------------------

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~~Sensitive Security Information~~

U.S. Department of Homeland Security
George Bush Intercontinental Airport/Houston (IAH), TX



Transportation
Security
Administration

Statement

DATE: July 25, 2012
To: Juan Sanchez
From: (b)(6)
Re: EBDO (b)(6) Unprofessional Conduct

On July 25, 2012 at approximately 0955 STSM Anthony Martinez and I had a brief meeting in the STSM office with MBDO (b)(6) and EBDO (b)(6) to inquire of their whereabouts while working Terminal B this morning. STSM (b)(6) asked them if they saw FSD Ann Testa this morning at Terminal B and MBDO (b)(6) stated "Yes we saw them getting out of a car at Terminal B while we were doing a sweep of curbside (b)(3) 49 U.S.C. § 114 (b)(3) 49 U.S.C. § 114 (b)(6) EBDO (b)(6) stated in a **very defensive tone** "Yes, we were standing outside and saw Ann and Billy and another person getting out of a car and I waved and we turned and walked inside the airport". STSM (b)(6) asked "did you contact the BDOC of your whereabouts" and MBDO (b)(6) stated "yes we did, we talked to (b)(6)". I verified this with BDOC EBDO (b)(6) STSM (b)(6) stated "it is our job as your supervisors to ensure the BDO's whereabouts and that is all that we are doing, just to clear up any misunderstandings". EBDO (b)(6) immediately stood up out of her chair and begin raising her voice and starting re-enacting the scenario and then stated "If Ann wants to know what I am doing, why didn't she come and ask me, I want to talk to her myself". STSM (b)(6) said "(b)(6) sit down, Ann is not going to ask you that question, she is going to go through the chain of command". Again STSM (b)(6) said "(b)(6) sit down and she stated "No I am pissed off right now, this is bullshit! I stated to EBDO (b)(6) "(b)(6) please do not use that kind of language" and she threw up her hands and stated "I am fucking sick of this shit, I am going through a lot right now and I don't need this shit"! I asked EBDO (b)(6) "what is going on, do you want to talk about something, she did not reply and started crying. MBDO (b)(6) stated "I am going to take care of my partner, she IS going through a lot right now". I asked EBDO (b)(6) if she wanted to talk to us or take a break and then inquired if she needed to go home, she did not respond. MBDO (b)(6) got up and said to EBDO (b)(6) "I am going to go get something to drink, do you want to go with me or stay and talk with the managers"? EBDO (b)(6) responded "No, it won't do any good".

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~~Sensitive Security Information~~

U.S. Department of Homeland Security
George Bush Intercontinental Airport/Houston (IAH), TX



Transportation
Security
Administration

MBDO (b)(6) and EBD0 (b)(6) left the office. END OF CONVERSATION. I then contacted DAFSD Juan Sanchez and gave him their response as to why they were outside of Terminal B and explained EBD0 (b)(6) unprofessional conduct towards STSM (b)(6) and I.

Signed this 25 day of July 2012

(b)(6)

By (b)(6) STSM
Name

U

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Transportation
Security
Administration

Statement

On July 25, 2012 and at approximately 0955, STSM (SPOT Transportation Security Manager) (b)(6) along with myself, STSM (b)(6) had a meeting with BDO (Behavior Detection Officer) (b)(6) and BDO (b)(6) to inquire as to their whereabouts at Terminal B that morning. I asked both if they saw FSD (Federal Security Director) Ann Testa this morning. They both replied that they did. BDO (b)(6) stated that he did see her while they were walking the curb as part of their BDO duties. BDO (b)(6) then stated, very defensively, that she did see her and Executive Assistant Billy Cantu and waved at them as they pulled up to park. BDO (b)(6) also stated that her and BDO Johnson then turned and walked into the terminal. I asked them if they contacted BDOC (Behavior Detection in Charge) of their whereabouts and they stated that they did. STSM (b)(6) confirmed this through BDO (b)(6) whom was in the BDOC at the time. I stated to both BDO's that it is our position as their supervisors to confirm our BDO's whereabouts at all times, especially in this situation in order to clear up any misunderstandings that might occur. BDO (b)(6) then stood up, raising her voice as she did, and started re-enacting the scenario to STSM (b)(6) and myself. She then stated, "If Ann wants to know what I am doing, why don't she come and ask me herself?! I want to talk to her!". I told BDO (b)(6) to sit down. I also stated that Ann would not ask her those questions. As her supervisors, it's our responsibility to inquire if there is an issue. I again told BDO (b)(6) to sit down. At that time, BDO (b)(6) stated, "No, I am pissed off right now, this is bullshit!" STSM Villafone then stated to BDO (b)(6) "Please do not use that kind of language." BDO (b)(6) then stated very loudly, "I am fucking tired of this shit, I am going through a lot right now and I don't need this shit!" STSM (b)(6) asked BDO (b)(6) if she had something that she wanted to talk about but she gave no reply and started crying. BDO (b)(6) stated that BDO (b)(6) is going through a lot right now and that he would, "take care of his partner." STSM (b)(6) asked BDO (b)(6) if she wanted to take a break or go home and BDO (b)(6) did not respond. BDO (b)(6) then got up and stated that he was going to get something to drink and asked BDO (b)(6) if she would like to stay behind and talk with the managers. BDO (b)(6) responded, "No, it won't do any good anyway!". The conversation ended there. STSM (b)(6) contacted DAFSD (Deputy Assistant Federal Security Director) Juan Sanchez to inform him of the conversation and the unprofessional conduct exhibited by BDO (b)(6).

Signed this 25 day of July 2012

(STSM)

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Withheld pursuant to exemption

(b)(6)

of the Freedom of Information and Privacy Act