

Court Services and Offender Supervision Agency (CSOSA)

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174

For 3rd Quarter 2010 for period ending June 30, 2010

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					10/01/2009 Thru 06/30/2010
	Previous Fiscal Year Data					
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	
Number of Complaints Filed	5	4	13	12	7	13
Number of Complainants	5	4	13	12	7	13
Repeat Filers	0	1	2	2	0	0
Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					10/01/2009 Thru 06/30/2010
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Previous Fiscal Year Data					
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	
Race	1	0	3	4	1	5
Color	0	0	2	1	0	0
Religion	0	0	0	1	1	0
Reprisal	2	2	4	4	2	7
Sex	2	4	5	4	4	6
National Origin	1	0	1	2	0	1
Equal Pay Act	0	0	0	0	0	0
Age	2	1	1	5	1	4
Disability	2	1	0	5	2	5
Non-EEO	1	0	0	1	1	0
Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					10/01/2009 Thru 06/30/2010
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	Previous Fiscal Year Data					
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	
Appointment/Hire	1	0	1	0	1	1
Assignment of Duties	0	0	0	1	0	1
Awards	1	0	0	1	0	1
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	0	2	1	2
Suspension	0	0	1	0	0	1
Removal	0	0	0	1	0	0
Other	0	0	1	2	0	0
Duty Hours	0	0	0	0	0	1
Evaluation/Appraisal	0	0	1	1	1	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	2	3	1	0	1	8
Sexual	0	1	1	0	1	1
Medical Examination	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0				
Promotion/Non-Selection	2	0	1	1	0	1				
Reassignment										
Denied	0	0	1	1	0	0				
Directed	0	0	0	0	0	1				
Reasonable Accommodation	0	0	0	3	1	1				
Reinstatement	0	0	0	0	1	0				
Retirement	0	0	0	0	0	0				
Termination	1	0	0	0	1	2				
Terms/Conditions of Employment	0	1	3	0	0	0				
Time and Attendance	0	2	0	0	1	0				
Training	0	0	0	0	0	0				
Other		0	0	2	0	1				
Processing Time (29 CFR 1614.704(f))	Comparative Data (29 CFR 1614.705)					10/01/2009 Thru 06/30/2010				
<i>The average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>	Previous Fiscal Year Data									
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009					
Complaints pending (<i>for any length of time</i>) during the fiscal year (1614.704(f)(1))										
Average number of days in investigation stage	224.0	400.0	425.0	191.6	192.4	227.9				
Average number of days in final action stage	130.3	31.0	310.3	300.8	40.5	84				
Complaints pending (<i>for any length of time</i>) during the fiscal year where a hearing was requested (1614.704(f)(3))										
Average number of days in investigation stage	0.0	0.0	283.3	444.2	207.8	338				
Average number of days in final action stage	20.5	25.0	31.0	182.0	43.3	94.7				
Complaints pending (<i>for any length of time</i>) during the fiscal year where a hearing was not requested (1614.704(f)(2))										
Average number of days in investigation stage	242.0	400.0	275.0	321.8	131.5	182				
Average number of days in final action stage	183.0	0.0	0.0	451.0	37.5	47.5				
Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					10/01/2009 Thru 06/30/2010				
	Previous Fiscal Year Data									
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009					
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	0	1	1	1	2	1				
Average days pending prior to dismissal	0.0	0.0	227.0	44.0	38.0	84				
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))										
Total complaints withdrawn by complainants	1	0	0	1	2	4				
Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)					FY 2009 Thru 06/30/2010				
	Previous Fiscal Year Data									
	FY 2005		FY 2006		FY 2007		FY 2008		FY 2009	
	#	%	#	%	#	%	#	%	#	%
Total number of findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total without a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total with a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)					10/01/2009 Thru 06/30/2010				
Note: <i>Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	Previous Fiscal Year Data									
	FY 2005		FY 2006		FY 2007		FY 2008		FY 2009	
	#	%	#	%	#	%	#	%	#	%
Total number of findings	0	0.0	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	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	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	0	0.0	0	0.0
Non-Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment	0	0.0	0	0.0	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	0	0.0	0	0.0
Directed	0	0.0	0	0.0	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	0	0.0	0	0.0
Reinstatement	0	0.0	0	0.0	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	0	0.0	0	0.0
Termination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
Findings after a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Appointment/Hire	0	0.0	0	0.0	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	0	0.0	0	0.0
Awards	0	0.0	0	0.0	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	0	0.0	0	0.0
Disciplinary Action	0	0.0	0	0.0	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	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	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	0	0.0	0	0.0
Removal	0	0.0	0	0.0	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	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	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	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	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	0	0.0	0	0.0
Non-Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment	0	0.0	0	0.0	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	0	0.0	0	0.0
Directed	0	0.0	0	0.0	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	0	0.0	0	0.0
Reinstatement	0	0.0	0	0.0	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	0	0.0	0	0.0
Termination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
Findings without a hearing	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Appointment/Hire	0	0.0	0	0.0	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	0	0.0	0	0.0
Awards	0	0.0	0	0.0	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	0	0.0	0	0.0
Disciplinary Action	0	0.0	0	0.0	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	0	0.0	0	0.0
Reprimand	0	0.0	0	0.0	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	0	0.0	0	0.0
Removal	0	0.0	0	0.0	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	0	0.0	0	0.0
Duty Hours	0	0.0	0	0.0	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	0	0.0	0	0.0
Examination/Test	0	0.0	0	0.0	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	0	0.0	0	0.0
Non-Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sexual	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Medical Examination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Pay Including Overtime	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Promotion/Non-Selection	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reassignment	0	0.0	0	0.0	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	0	0.0	0	0.0
Directed	0	0.0	0	0.0	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	0	0.0	0	0.0
Reinstatement	0	0.0	0	0.0	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	0	0.0	0	0.0
Termination	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Terms/Conditions of Employment	0	0.0	0	0.0	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	0	0.0	0	0.0
Training	0	0.0	0	0.0	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	0	0.0	0	0.0
Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l))	Comparative Data (29 CFR 1614.705)					10/01/2009 Thru 06/30/2010						
	Previous Fiscal Year Data											
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009							
Total complaints from previous Fiscal Years	8	8	8	23	13	15						
Total complainants from previous Fiscal Years	4	5	6	22	12	13						
Number of Complaints Pending												
Investigation	1	1	3	3	1	7						
ROI issued, pending complainant's action	0	0	0	1	1	1						
Hearing	1	1	2	6	11	12						
Final Action	0	1	0	3	0	3						
Appeal with EEOC Office of Federal Operations	0	0	0	0	2	4						
Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					10/01/2009 Thru 06/30/2010						
	Previous Fiscal Year Data											
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009							
Pending Complaints Where Investigation Exceeds Required Time Frames	1	2	4	3	1	11						