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 4th Quarter 2011 for period ending September 30, 2011

Complaint Activity **(29 CFR 1614.704(a), (b), and (c))**	**Comparative Data** (29 CFR 1614.705)					**10/01/2010 Thru 09/30/2011**
	Previous Fiscal Year Data					
	FY 2006	**FY 2007**	**FY 2008**	**FY 2009**	**FY 2010**	
Number of Complaints Filed	4	13	12	7	14	8
Number of Complainants	4	13	12	7	13	8
Repeat Filers	1	2	2	0	1	1

Complaints by Basis (29 CFR 1614.704(d))	**Comparative Data** (29 CFR 1614.705)					**10/01/2010 Thru 09/30/2011**
Note: *Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*	**Previous Fiscal Year Data**					
	FY 2006	**FY 2007**	**FY 2008**	**FY 2009**	**FY 2010**	
Race	0	3	4	1	6	5
Color	0	2	1	0	0	4
Religion	0	0	1	1	0	0
Reprisal	2	4	4	2	7	3
Sex	4	5	4	4	7	4
National Origin	0	1	2	0	1	2
Equal Pay Act	0	0	0	0	0	0
Age	1	1	5	1	4	3
Disability	1	0	5	2	5	1
Non-EEO	0	0	1	1	0	0

Complaints by Issue (29 CFR 1614.704(e))	**Comparative Data** (29 CFR 1614.705)					**10/01/2010 Thru 09/30//2011**
Note: *Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*	**Previous Fiscal Year Data**					
	FY 2006	**FY 2007**	**FY 2008**	**FY 2009**	**FY 2010**	
Appointment/Hire	0	1	0	1	1	0
Assignment of Duties	0	0	1	0	1	3
Awards	0	0	1	0	1	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	0	0	2	1	2	0
Suspension	0	1	0	0	1	0
Removal	0	0	1	1	0	1
Other	0	1	2	0	0	1
Duty Hours	0	0	0	0	1	0
Evaluation/Appraisal	0	1	1	1	0	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	3	1	0	1	8	4
Sexual	1	1	0	1	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	1

Promotion/Non-Selection	2	0	1	1	0	3
Reassignment						
Denied	0	1	1	0	0	0
Directed	0	0	0	0	1	0
Reasonable Accommodation	0	0	3	1	1	0
Reinstatement	0	0	0	1	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	1	2	0
Terms/Conditions of Employment	1	3	0	0	0	0
Time and Attendance	2	0	0	1	0	2
Training	0	0	0	0	0	0
Other	0	0	2	0	1	1

Processing Time (29 CFR 1614.704(f))	**Comparative Data** (29 CFR 1614.705)					**10/01/2010 Thru 09/30//2011**
The average length of time it has taken an agency to complete, respectively, investigation and final action for:	**Previous Fiscal Year Data**					
	FY 2006	**FY 2007**	**FY 2008**	**FY 2009**	**FY 2010**	
Complaints pending (*for any length of time*) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	400.0	425.0	191.6	192.4	233.8	212
Average number of days in final action stage	31.0	310.3	300.8	40.5	79.6	79.5
Complaints pending (*for any length of time*) during the fiscal year **where a hearing *was* requested** (1614.704(f)(3))						
Average number of days in investigation stage	0.0	283.3	444.2	207.8	298	249
Average number of days in final action stage	25.0	31.0	182.0	43.3	84.2	66
Complaints pending (*for any length of time*) during the fiscal year **where a hearing *was not* requested** (1614.704(f)(2))						
Average number of days in investigation stage	400.0	275.0	321.8	131.5	182	165.5
Average number of days in final action stage	0.0	0.0	451.0	37.5	55	56

Complaints Dismissed by Agency (29 CFR 1614.704(g))	**Comparative Data** (29 CFR 1614.705)					**10/01/2010 Thru 09/30/2011**
	Previous Fiscal Year Data					
	FY 2006	**FY 2007**	**FY 2008**	**FY 2009**	**FY 2010**	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	1	1	1	2	1	0
Average days pending prior to dismissal	0.0	227.0	44.0	38.0	84	0
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	0	0	1	2	4	1

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	**Comparative Data** (29 CFR 1614.705)										**10/01/2010Thru 09/30/2011**	
	Previous Fiscal Year Data											
	FY 2006		**FY 2007**		**FY 2008**		**FY 2009**		**FY 2010**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total number of findings	0	0.0	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	0	0.0
Total with a hearing	0	0.0	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)										**10/01/2010 Thru 09/30/2011**	
Note: *Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.*	**Previous Fiscal Year Data**											
	FY 2006		**FY 2007**		**FY 2008**		**FY 2009**		**FY 2010**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total number of findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disability	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non EEO	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
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disability	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non EEO	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
Race	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Color	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Religion	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Reprisal	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sex	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
National Origin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Equal Pay Act	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Age	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Disability	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Non EEO	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))	**Comparative Data** (29 CFR 1614.705)										**10/01/2010 Thru 09/30/2011**	
Note: *Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints and findings.*	**Previous Fiscal Year Data**											
	FY 2006		**FY 2007**		**FY 2008**		**FY 2009**		**FY 2010**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total number of findings	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 *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)					**10/01/2010 Thru 09/30/2011**
	Previous Fiscal Year Data					
	FY 2006	**FY 2007**	**FY 2008**	**FY 2009**	**FY 2010**	
Total complaints from previous Fiscal Years	8	8	23	13	15	11
Total complainants from previous Fiscal Years	5	6	22	12	13	10
Number of Complaints Pending						
Investigation	1	3	3	1	5	3
ROI issued, pending complainant's action	0	0	1	1	1	0
Hearing	1	2	6	11	16	16
Final Action	1	0	3	0	3	0
Appeal with EEOC Office of Federal Operations	0	0	0	2	6	6

Complaint Investigations (29 CFR 1614.704(m))	**Comparative Data** (29 CFR 1614.705)					**10/01/2010 Thru 09/30/2011**
	Previous Fiscal Year Data					
	FY 2006	**FY 2007**	**FY 2008**	**FY 2009**	**FY 2010**	
Pending Complaints Where Investigation Exceeds Required Time Frames	2	4	3	1	11	10