

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 2012 for period ending September 30, 2012

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					October 1, 2011 Thru September 30, 2012
	Previous Fiscal Year Data					
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	
Number of Complaints Filed	13	12	7	14	8	10
Number of Complainants	13	12	7	13	8	9
Repeat Filers	2	2	0	1	1	1
Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					October 1, 2011 Thru September 30, 2012
<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 2007	FY 2008	FY 2009	FY 2010	FY 2011	
Race	3	4	1	6	5	3
Color	2	1	0	0	4	2
Religion	0	1	1	0	0	1
Reprisal	4	4	2	7	3	3
Sex	5	4	4	7	4	8
National Origin	1	2	0	1	2	1
Equal Pay Act	0	0	0	0	0	0
Age	1	5	1	4	3	2
Disability	0	5	2	5	1	3
Non-EEO	0	1	1	0	0	2
Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					October 1, 2011 Thru September 30, 2012
<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 2007	FY 2008	FY 2009	FY 2010	FY 2011	
Appointment/Hire	1	0	1	1	0	1
Assignment of Duties	0	1	0	1	3	1
Awards	0	1	0	1	0	1
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action						1
Demotion	0	0	0	0	0	0
Reprimand	0	2	1	2	0	1
Suspension	1	0	0	1	0	0
Removal	0	1	1	0	1	0
Other	1	2	0	0	1	0
Duty Hours	0	0	0	1	0	2
Evaluation/Appraisal	1	1	1	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment						7
Non-Sexual	1	0	1	8	4	6

Sexual	0	0	1	1	0	1						
Medical Examination	0	0	0	0	0	0						
Pay (Including Overtime)	0	0	0	0	1	0						
Promotion/Non-Selection	0	1	1	0	3	1						
Reassignment						0						
Denied	1	1	0	0	0	0						
Directed	0	0	0	1	0	0						
Reasonable Accommodation	0	3	1	1	0	2						
Reinstatement	0	0	1	0	0	0						
Retirement	0	0	0	0	0	0						
Termination	0	0	1	2	0	3						
Terms/Conditions of Employment	3	0	0	0	0	2						
Time and Attendance	0	0	1	0	2	0						
Training	0	0	0	0	0	0						
Other	0	2	0	1	1	2						
Processing Time (29 CFR 1614.704(f))	Comparative Data (29 CFR 1614.705)					October 1, 2011 Thru September 30, 2012						
<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 2007	FY 2008	FY 2009	FY 2010	FY 2011							
Complaints pending (<i>for any length of time</i>) during the fiscal year (1614.704(f)(1))												
Average number of days in investigation stage	425.0	191.6	192.4	233.8	212	175						
Average number of days in final action stage	310.3	300.8	40.5	79.6	79.5	41						
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	283.3	444.2	207.8	298	249	173						
Average number of days in final action stage	31.0	182.0	43.3	84.2	66	38						
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	275.0	321.8	131.5	182	165.5	246						
Average number of days in final action stage	0.0	451.0	37.5	55	56	45						
Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					October 1, 2011 Thru September 30, 2012						
	Previous Fiscal Year Data											
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011							
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	1	1	2	1	0	2						
Average days pending prior to dismissal	227.0	44.0	38.0	84.0	0	92						
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	0	1	2	4	1	1						
Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										October 1, 2011 Thru September 30, 2012	
	Previous Fiscal Year Data											
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011							
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0
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	100.0
Findings of Discrimination Rendered by Basis (29 CFR 1614.704 (j))	Comparative Data (29 CFR 1614.705)					October 1, 2011 Thru						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal	Previous Fiscal Year Data											

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)					October 1, 2011 Thru September 30, 2012
	Previous Fiscal Year Data					
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	
Total complaints from previous Fiscal Years	8	23	13	15	11	13
Total complainants from previous Fiscal Years	6	22	12	13	10	11
Number of Complaints Pending						
Investigation	3	3	1	5	3	0
ROI issued, pending complainant's action	0	1	1	1	0	0
Hearing	2	6	11	16	16	4
Final Action	0	3	0	3	0	2
Appeal with EEOC Office of Federal Operations	0	0	2	6	6	7
Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					October

	Previous Fiscal Year Data					1,2011 Thru September 30, 2012
	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	
Pending Complaints Where Investigation Exceeds Required Time Frames	4	3	1	11	10	0