

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 1st Quarter 2014 for period ending December 31, 2013

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					October 1, 2013 Thru December 31, 2013
	Previous Fiscal Year Data					
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	
Number of Complaints Filed	7	14	8	10	10	1
Number of Complainants	7	13	8	9	9	1
Repeat Filers	0	1	1	1	1	0
Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					October 1, 2013 Thru December 31, 2013
<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 2009	FY 2010	FY 2011	FY 2012	FY 2013	
Race	1	6	5	3	3	1
Color	0	0	4	2	1	0
Religion	1	0	0	1	0	0
Reprisal	2	7	3	3	9	1
Sex	4	7	4	8	6	0
National Origin	0	1	2	1	1	0
Equal Pay Act	0	0	0	0	0	0
Age	1	4	3	2	2	0
Disability	2	5	1	3	2	0
Non-EEO	1	0	0	2	0	0
Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					October 1, 2013 Thru December 31, 2013
<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 2009	FY 2010	FY 2011	FY 2012	FY 2013	
Appointment/Hire	1	1	0	1	1	0
Assignment of Duties	0	1	3	1	1	0
Awards	0	1	0	1	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action	2	3	2	1	2	1
Demotion	0	0	0	0	0	0
Reprimand	1	2	0	1	1	1
Suspension	0	1	0	0	1	0
Removal	1	0	1	0	0	0
Other	0	0	1	0	0	0
Duty Hours	0	1	0	2	3	0
Evaluation/Appraisal	1	0	0	0	2	0
Examination/Test	0	0	0	0	0	0
Harassment	0	0	0	7	6	0

Non-Sexual	1	8	4	6	6	0						
Sexual	1	1	0	1	0	0						
Medical Examination	0	0	0	0	0	0						
Pay (Including Overtime)	0	0	1	0	0	0						
Promotion/Non-Selection	1	0	3	1	1	0						
Reassignment	0	1	0	0	0	0						
Denied	0	0	0	0	0	0						
Directed	0	1	0	0	1	0						
Reasonable Accommodation	1	1	0	2	0	0						
Reinstatement	1	0	0	0	0	0						
Retirement	0	0	0	0	0	0						
Termination	1	2	0	3	0	0						
Terms/Conditions of Employment	0	0	0	2	1	1						
Time and Attendance	1	0	2	0	0	0						
Training	0	0	0	0	0	0						
Other	0	1	1	2	0	0						
Processing Time (29 CFR 1614.704(f))	Comparative Data (29 CFR 1614.705)					October 1, 2013 Thru December 31, 2013						
<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 2009	FY 2010	FY 2011	FY 2012	FY 2013							
Complaints pending (<i>for any length of time</i>) during the fiscal year (1614.704(f)(1))												
Average number of days in investigation stage	192.4	233.8	212	175	209	168						
Average number of days in final action stage	40.5	79.6	79.5	41	36	45						
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	207.8	298	249	173	192	170						
Average number of days in final action stage	43.3	84.2	66	38	33	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	131.5	182	165.5	246	236	154						
Average number of days in final action stage	37.5	55	56	45	53	54						
Complaints Dismissed by Agency (29 CFR 1614.704(g))	Comparative Data (29 CFR 1614.705)					October 1, 2013 Thru December 31, 2013						
	Previous Fiscal Year Data											
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013							
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	2	1	0	1	4	2						
Average days pending prior to dismissal	38.0	84.0	0	111	108	141						
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))												
Total complaints withdrawn by complainants	2	4	1	1	0	0						
Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	Comparative Data (29 CFR 1614.705)										October 1, 2013 Thru December 31, 2013	
	Previous Fiscal Year Data											
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013							
	#	%	#	%	#	%	#	%	#	%	#	%
Total number of findings	0	0.0	0	0.0	0	0.0	0	100.0	0	100.0	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	100.0	0	100.0	0	100.0

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)					October 1, 2013 Thru December 31, 2013
	Previous Fiscal Year Data					
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	
Total complaints from previous Fiscal Years	13	15	11	12	21	18
Total complainants from previous Fiscal Years	12	13	10	10	17	16
Number of Complaints Pending						
Investigation	1	5	3	0	4	4
ROI issued, pending complainant's action	1	1	0	0	2	0
Hearing	11	16	16	3	7	9
Final Action	0	3	0	2	1	1

Appeal with EEOC Office of Federal Operations	2	6	6	5	3	3
Complaint Investigations (29 CFR 1614.704(m))	Comparative Data (29 CFR 1614.705)					October 1, 2013 Thru December 31, 2013
	Previous Fiscal Year Data					
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	
Pending Complaints Where Investigation Exceeds Required Time Frames	1	11	10	0	3	3