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 2014 for period ending September 30, 2014

Complaint Activity **(29 CFR 1614.704(a), (b), and (c))**	**Comparative Data** (29 CFR 1614.705)					**October 1,2013 Thru September 30, 2014**
	Previous Fiscal Year Data					
	FY 2009	**FY 2010**	**FY 2011**	**FY 2012**	**FY 2013**	**FY 2014**
Number of Complaints Filed	7	14	8	10	10	12
Number of Complainants	7	13	8	9	9	11
Repeat Filers	0	1	1	1	1	1

Complaints by Basis (29 CFR 1614.704(d))	**Comparative Data** (29 CFR 1614.705)					**October 1,2013 Thru September 30, 2014**
Note: *Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*	**Previous Fiscal Year Data**					
	FY 2009	**FY 2010**	**FY 2011**	**FY 2012**	**FY 2013**	
Race	1	6	5	3	3	7
Color	0	0	4	2	1	4
Religion	1	0	0	1	0	3
Reprisal	2	7	3	3	9	3
Sex	4	7	4	8	6	5
National Origin	0	1	2	1	1	1
Equal Pay Act	0	0	0	0	0	0
Age	1	4	3	2	2	5
Disability	2	5	1	3	2	3
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 September 30, 2014**
Note: *Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*	**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	1
Awards	0	1	0	1	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action	2	3	2	1	2	3
Demotion	0	0	0	0	0	0
Reprimand	1	2	0	1	1	3
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	1
Examination/Test	0	0	0	0	0	0
Harassment	0	0	0	7	6	6

Non-Sexual	1	8	4	6	6	6
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	2
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	1
Retirement	0	0	0	0	0	0
Termination	1	2	0	3	0	0
Terms/Conditions of Employment	0	0	0	2	1	2
Time and Attendance	1	0	2	0	0	2
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 September 30, 2014**
The average length of time it has taken an agency to complete, respectively, investigation and final action for:	**Previous Fiscal Year Data**					
	FY 2009	**FY 2010**	**FY 2011**	**FY 2012**	**FY 2013**	
Complaints pending (*for any length of time*) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	192.4	233.8	212	175	209	166
Average number of days in final action stage	40.5	79.6	79.5	41	36	45
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	207.8	298	249	173	192	171
Average number of days in final action stage	43.3	84.2	66	38	33	38
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	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 September 30, 2014**
	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	3
Average days pending prior to dismissal	38.0	84.0	0	111	108	99
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	2	4	1	1	0	1

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	**Comparative Data** (29 CFR 1614.705)										**October 1,2013 Thru September 30, 2014**	
	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	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)										**October 1,2013 Thru September 30, 2014**	
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 2009		**FY 2010**		**FY 2011**		**FY 2012**		**FY 2013**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
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)										**October 1,2013 Thru September 30, 2014**	
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 2009		**FY 2010**		**FY 2011**		**FY 2012**		**FY 2013**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
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)					**October 1,2013 Thru September 30, 2014**
	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	5
ROI issued, pending complainant's action	1	1	0	0	2	0
Hearing	11	16	16	3	7	10
Final Action	0	3	0	2	1	0

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 September 30, 2014**
	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	6