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 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity **(29 CFR 1614.704(a), (b), and (c))**	**Comparative Data** (29 CFR 1614.705)					**October 1,2015 Thru March 31, 2016**
	Previous Fiscal Year Data					
	FY 2011	**FY 2012**	**FY 2013**	**FY 2014**	**FY 2015**	
Number of Complaints Filed	8	10	10	12	13	7
Number of Complainants	8	9	9	11	13	7
Repeat Filers	1	1	1	1	0	0

Complaints by Basis (29 CFR 1614.704(d))	**Comparative Data** (29 CFR 1614.705)					**October 1,2015 Thru March 31, 2016**
Note: *Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*	**Previous Fiscal Year Data**					
	FY 2011	**FY 2012**	**FY 2013**	**FY 2014**	**FY 2015**	
Race	5	3	3	7	6	4
Color	4	2	1	4	5	1
Religion	0	1	0	3	1	0
Reprisal	3	3	9	3	8	4
Sex	4	8	6	5	7	3
National Origin	2	1	1	1	1	1
Equal Pay Act	0	0	0	0	0	0
Age	3	2	2	5	6	3
Disability	1	3	2	3	2	0
Non-EEO	0	2	0	0	0	0

Complaints by Issue (29 CFR 1614.704(e))	**Comparative Data** (29 CFR 1614.705)					**October 1,2015 Thru March 31, 2016**
Note: *Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*	**Previous Fiscal Year Data**					
	FY 2011	**FY 2012**	**FY 2013**	**FY 2014**	**FY 2015**	
Appointment/Hire	0	1	1	0	1	0
Assignment of Duties	3	1	1	1	0	0
Awards	0	1	0	0	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action	2	1	2	3	3	0
Demotion	0	0	0	0	0	0
Reprimand	0	1	1	3	2	1
Suspension	0	0	1	0	1	1
Removal	1	0	0	0	0	0
Other	1	0	0	0	0	0
Duty Hours	0	2	3	0	0	0
Evaluation/Appraisal	0	0	2	1	3	1
Examination/Test	0	0	0	0	0	1
Harassment	0	7	6	6	6	3

Non-Sexual	4	6	6	6	0	3
Sexual	0	1	0	0	0	0
Medical Examination	0	0	0	0	0	1
Pay (Including Overtime)	1	0	0	0	3	0
Promotion/Non-Selection	3	1	1	2	3	2
Reassignment	0	0	0	0	1	0
Denied	0	0	0	0	2	0
Directed	0	0	1	0	1	1
Reasonable Accommodation	0	2	0	0	0	0
Reinstatement	0	0	0	1	0	0
Retirement	0	0	0	0	0	0
Termination	0	3	0	0	2	0
Terms/Conditions of Employment	0	2	1	2	1	1
Time and Attendance	2	0	0	2	0	2
Training	0	0	0	0	0	0
Other	1	2	0	0	6	1

Processing Time (29 CFR 1614.704(f))	**Comparative Data** (29 CFR 1614.705)					**October 1,2015 Thru March 31, 2016**
The average length of time it has taken an agency to complete, respectively, investigation and final action for:	**Previous Fiscal Year Data**					
	FY 2011	**FY 2012**	**FY 2013**	**FY 2014**	**FY 2015**	
Complaints pending (*for any length of time*) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	212	175	209	166	177	164
Average number of days in final action stage	79.5	41	36	45	51	30
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	249	173	192	171	179	164
Average number of days in final action stage	66	38	33	38	38	30
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	165.5	246	236	154	159	0
Average number of days in final action stage	56	45	53	54	64	0

Complaints Dismissed by Agency (29 CFR 1614.704(g))	**Comparative Data** (29 CFR 1614.705)					**October 1,2015 Thru March 31, 2016**
	Previous Fiscal Year Data					
	FY 2011	**FY 2012**	**FY 2013**	**FY 2014**	**FY 2015**	
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	0	1	4	3	1	3
Average days pending prior to dismissal	0	111	108	99	113	61
Complaints Withdrawn by Complainants (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	1	1	0	1	0	1

Total Final Actions Involving a Finding of Discrimination (29 CFR 1614.704(i))	**Comparative Data** (29 CFR 1614.705)										**October 1,2015 Thru March 31, 2016**	
	Previous Fiscal Year Data											
	FY 2011		**FY 2012**		**FY 2013**		**FY 2014**		**FY 2015**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
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 1,2015 Thru March 31, 2016**	
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 2011		**FY 2012**		**FY 2013**		**FY 2014**		**FY 2015**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
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 1,2015 Thru March 31, 2016**	
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 2011		**FY 2012**		**FY 2013**		**FY 2014**		**FY 2015**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
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 1,2015 Thru March 31, 2016**
	Previous Fiscal Year Data					
	FY 2011	**FY 2012**	**FY 2013**	**FY 2014**	**FY 2015**	
Total complaints from previous Fiscal Years	11	12	21	18	20	26
Total complainants from previous Fiscal Years	10	10	17	16	18	23
Number of Complaints Pending						
Investigation	3	0	4	5	5	5
ROI issued, pending complainant's action	0	0	2	0	2	0
Hearing	16	3	7	10	14	17
Final Action	0	2	1	0	3	2
Appeal with EEOC Office of Federal Operations	6	5	3	3	1	1

Complaint Investigations (29 CFR 1614.704(m))	**Comparative Data** (29 CFR 1614.705)	**October**

	Previous Fiscal Year Data					1,2015 Thru March 31, 2016
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	
Pending Complaints Where Investigation Exceeds Required Time Frames	10	0	3	6	8	5