

**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 2<sup>nd</sup> Quarter For FY2020 for period ending March 31, 2020**

Complaint Activity (29 CFR 1614.704(a), (b), and (c))	Comparative Data (29 CFR 1614.705)					January 1, 2020 Thru March 31, 2020
	Previous Fiscal Year Data					
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Number of Complaints Filed	14	20	22	19	15	3
Number of Complainants	13	20	21	18	15	3
Repeat Filers	1	0	3	1	0	0
Complaints by Basis (29 CFR 1614.704(d))	Comparative Data (29 CFR 1614.705)					January 1, 2020 Thru March 31, 2020
<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 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Race	6	12	10	9	5	1
Color	5	5	4	5	3	0
Religion	1	0	1	0	2	0
Reprisal/Retaliation	8	11	8	10	6	2
Sex	7	8	8	9	9	1
National Origin	1	2	2	1	1	0
Equal Pay Act	0	0	0	0	1	0
Age	6	6	6	9	2	0
Disability	2	4	2	2	5	2
Non-EEO	0	0	0	0	0	0
Complaints by Issue (29 CFR 1614.704(e))	Comparative Data (29 CFR 1614.705)					January 1, 2020 Thru March 31, 2020
<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 2015	FY 2016	FY 2017	FY 2018	FY 2019	
Appointment/Hire	5	3	3	0	0	0
Assignment of Duties	1	0	1	7	5	0
Awards	0	0	1	1	0	0
Conversion to Full Time	0	0	0	0	0	0
Disciplinary Action	6	7	3	14	2	1
Demotion	0	0	0	0	2	0
Reprimand	2	1	2	3	2	1
Suspension	0	1	0	4	0	0
Removal	2	2	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	2	1	2	4	0
Evaluation/Appraisal	2	1	0	5	3	0
Examination/Test	0	0	0	0	0	0
Harassment	5	9	5	6	10	2
Non-Sexual	5	9	7	6	10	2
Sexual	0	0	1	0	0	0
Medical Examination	1	2	0	1	1	1
Pay (Including Overtime)	0	0	0	1	2	0
Promotion/Non-Selection	0	2	5	1	2	1
Reassignment	3	2	3	1	2	0

Denied	0	1	1	1	1	0
Directed	3	1	2	2	1	0
Reasonable Accommodation	1	1	4	2	2	1
Reinstatement	0	0	1	0	0	0
Retirement	0	0	1	0	0	0
Termination	0	0	0	1	0	0
Terms/Conditions of Employment	5	8	2	5	0	4
Time and Attendance	1	3	0	0	2	2
Training	0	0	0	1	3	3
Other	0	0	2	0	0	0

<b>Processing Time</b> (29 CFR 1614.704(f))						
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<i>the average length of time it has taken an agency to complete, respectively, investigation and final action for:</i>						
	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>
Complaints pending ( <i>for any length of time</i> ) during the fiscal year (1614.704(f)(1))						
Average number of days in investigation stage	279.33	228.86	306.17	251.45	287.50	287.50
Average number of days in final action stage	54	13	27.67	48.29	101.83	571.67
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was requested</b> (1614.704(f)(3))						
Average number of days in investigation stage	179	179	257	279.6	309.25	190.00
Average number of days in final action stage	38	30	0	76.5	60.00	571.67
Complaints pending ( <i>for any length of time</i> ) during the fiscal year <b>where a hearing was not requested</b> (1614.704(f)(2))						
Average number of days in investigation stage	159	0	205	0	244.00	256.00
Average number of days in final action stage	64	0	32	88.0	195.67	0

<b>Complaints Dismissed by Agency</b> (29 CFR 1614.704(g))	<b>October 1, 2019 Thru December 31, 2019</b>					
	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>January 1, 2020 Thru March 31, 2020</b>
Total complaints dismissed by agency under 1614.107(a) (prior to a request for a hearing)	1	4	3	6	5	2
Average days pending prior to dismissal	113	52	49.75	128.8	227	1747
<b>Complaints Withdrawn by Complainants</b> (29 CFR 1614.704(h))						
Total complaints withdrawn by complainants	0	1	1	0	1	0

<b>Total Final Actions Involving a Finding of Discrimination</b> (29 CFR 1614.704(i))	<b>Comparative Data</b> (29 CFR 1614.705)										<b>January 1, 2020 Thru March 31, 2020</b>	
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>							
#	%	#	%	#	%	#	%	#	%	#	%	
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

<b>Findings of Discrimination Rendered by Basis</b> (29 CFR 1614.704 (j))	<b>Comparative Data</b> (29 CFR 1614.705)										<b>January 1, 2020 Thru March 31, 2020</b>	
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>							
#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total number of findings</b>	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

**Note:** Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

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
<b>Findings after a hearing</b>	<b>0</b>	<b>0.0</b>										
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
<b>Findings without a hearing</b>	<b>0</b>	<b>0.0</b>										
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

<b>Findings of Discrimination Rendered by Issue (29 CFR 1614.704 (k))</b>	<b>Comparative Data (29 CFR 1614.705)</b>										<b>January 1, 2020 Thru March 31, 2020</b>	
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2015</b>		<b>FY 2016</b>		<b>FY 2017</b>		<b>FY 2018</b>		<b>FY 2019</b>		<b>#</b>	<b>%</b>
<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>			
<b>Total number of findings</b>	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

**Note:** Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints and findings.

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
<b>Findings after a hearing</b>	<b>0</b>	<b>0.0</b>										
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
<b>Findings without a hearing</b>	<b>0</b>	<b>0.0</b>										
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
<b>Pending Complaints Filed in Previous Fiscal Years by Status (29 CFR 1614.704(l))</b>	<b>Comparative Data (29 CFR 1614.705)</b>					<b>January 1, 2020 Thru March 31, 2020</b>						
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>							
Total complaints from previous Fiscal Years	20	21	21	28	22	30						
Total complainants from previous Fiscal Years	18	21	18	26	22	27						
<b>Number of Complaints Pending</b>												
Investigation	5	14	4	4	1	7						
ROI issued, pending complainant's action	2	0	0	0	0	2						
Hearing	14	18	21	22	18	19						
Final Action	3	2	2	2	3	3						
Appeal with EEOC Office of Federal Operations	3	2	3	3	14	1						
<b>Complaint Investigations (29 CFR 1614.704(m))</b>	<b>Comparative Data (29 CFR 1614.705)</b>					<b>January 1, 2020 Thru March 31, 2020</b>						
	<b>Previous Fiscal Year Data</b>											
	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>	<b>FY 2018</b>	<b>FY 2019</b>							
<b>Pending Complaints Where Investigation Exceeds Required Time Frames</b>	2	3	8	5	1	6						