

EEO Utilization Report

Organization Information

Name: Hamilton County Court Of Common Pleas

City: Cincinnati

State: OH

Zip: 45202

Type: County/Municipal Court

Step 1: Introductory Information

Policy Statement:

If the American ideal of equality is to be realized, job mobility must be maintained - equal accessibility must prevail in the job market. Moreover, good management dictates that employment be based on merit rather than the non-job related factors of national origin, race, color, sex, age, religion, and disability. Consequently, the position of the Hamilton County Court of Common Pleas (General Division) is one of commitment to compliance with all federal, state, and local civil rights laws that pertain to employment.

It shall be the policy of the Hamilton County Court of Common Pleas (General Division) to: (1) recruit and employ applicants without regard to national origin, race, color, sex, age, religion, or disability; (2) utilize and develop the skills of present employees through the encouragement of on the job training programs and attendance at seminars and instructional meetings; (3) provide a prompt, effective system for processing complaints of discrimination because of national origin, race, color, sex, age, religion, or disability; (4) provide counseling for the advancement of all employees.

The Hamilton County Court of Common Pleas is an Equal Employment Opportunity Employer. All employees shall be treated fairly and equally in all terms and conditions of employment, and all decisions concerning employees shall be made without regard to race, sex, religion, national origin, color, age, or disability. The Court will accept nothing less than zero tolerance for violations of public or employee rights or harassment or discrimination based on any of these criteria.

Step 4b: Narrative of Interpretation

The workforce analysis only identified one area of significant underutilization:

1) White Males - Administrative Support (-16)

There are seven (7) White Males in the Administrative Support category. Although the report indicated underutilization in this area, it should be noted that not all employees were included in this report because some employees chose not to complete the voluntary self-identification survey. Had they done so, the number of individuals in this category would likely have been higher.

Step 5: Objectives and Steps

1. Expand Employment Advertising

- a. The Court will continue to explore ways to advertise job openings so that they reach all demographic groups. Currently the job openings are advertised on a variety of websites, including the websites for the Court, the County, and the Ohio Supreme Court. The Court also utilizes the Handshake job platform and advertises job openings with a great variety of colleges and universities from around surrounding states. Handshake is also utilized as a means to reach out to potential candidates to inform them of job opportunities. Court employees have participated in job fairs to reach potential candidates as well.

Step 6: Internal Dissemination

The Court will post the Utilization Report in the Court Administrator's Office. It will be available to all employees for review. A copy of the report will be provided upon request.

Step 7: External Dissemination

A copy of the Court's Utilization Report will be placed on the Court's website.

Utilization Analysis Chart
Relevant Labor Market: Hamilton County, Ohio

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	7/47%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	7/47%	0/0%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	35,485/52%	670/1%	2,125/3%	95/0%	1,035/2%	30/0%	115/0%	130/0%	24,690/36%	395/1%	3,045/4%	20/0%	475/1%	0/0%	250/0%	65/0%
Utilization #/%	-5%	-1%	-3%	-0%	-2%	-0%	-0%	-0%	11%	-1%	2%	-0%	-1%	0%	-0%	-0%
Professionals																
Workforce #/%	9/43%	0/0%	2/10%	0/0%	0/0%	0/0%	0/0%	0/0%	8/38%	0/0%	1/5%	0/0%	0/0%	0/0%	1/5%	0/0%
CLS #/%	39,895/37%	685/1%	3,795/4%	35/0%	2,755/3%	0/0%	430/0%	145/0%	49,820/47%	700/1%	6,165/6%	4/0%	1,800/2%	0/0%	510/0%	125/0%
Utilization #/%	6%	-1%	6%	-0%	-3%	0%	-0%	-0%	-9%	-1%	-1%	-0%	-2%	0%	4%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	5,160/32%	79/0%	590/4%	4/0%	315/2%	0/0%	85/1%	0/0%	8,070/49%	130/1%	1,570/10%	0/0%	245/2%	0/0%	39/0%	35/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	5,740/65%	70/1%	1,485/17%	15/0%	0/0%	0/0%	165/2%	10/0%	955/11%	0/0%	330/4%	0/0%	10/0%	0/0%	0/0%	25/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	14/34%	0/0%	2/5%	0/0%	0/0%	0/0%	1/2%	0/0%	17/41%	0/0%	7/17%	0/0%	0/0%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	315/43%	0/0%	50/7%	0/0%	0/0%	0/0%	0/0%	0/0%	205/28%	0/0%	145/20%	0/0%	0/0%	0/0%	14/2%	0/0%
Utilization #/%	-9%	0%	-2%	0%	0%	0%	2%	0%	13%	0%	-3%	0%	0%	0%	-2%	0%
Administrative Support																
Workforce #/%	7/15%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	31/65%	0/0%	7/15%	0/0%	1/2%	0/0%	0/0%	0/0%
CLS #/%	41,505/30%	655/0%	5,715/4%	35/0%	580/0%	50/0%	585/0%	155/0%	68,065/50%	905/1%	16,130/12%	175/0%	915/1%	0/0%	625/0%	165/0%

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
	%								%		%					
Utilization #/%	-16%	-0%	-0%	-0%	-0%	-0%	-0%	-0%	15%	-1%	3%	-0%	1%	0%	-0%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	33,160/84%	815/2%	2,955/7%	55/0%	105/0%	0/0%	380/1%	20/0%	1,365/3%	70/0%	520/1%	0/0%	85/0%	0/0%	15/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	49,920/41%	2,830/2%	15,065/12%	155/0%	830/1%	4/0%	360/0%	160/0%	33,375/28%	1,030/1%	15,480/13%	95/0%	1,140/1%	0/0%	400/0%	90/0%
Utilization #/%																

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Administrative Support	✓															

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Certified As Final By: Patrick Dressing

Court Administrator

11-15-2022

[signature]

[title]

[date]