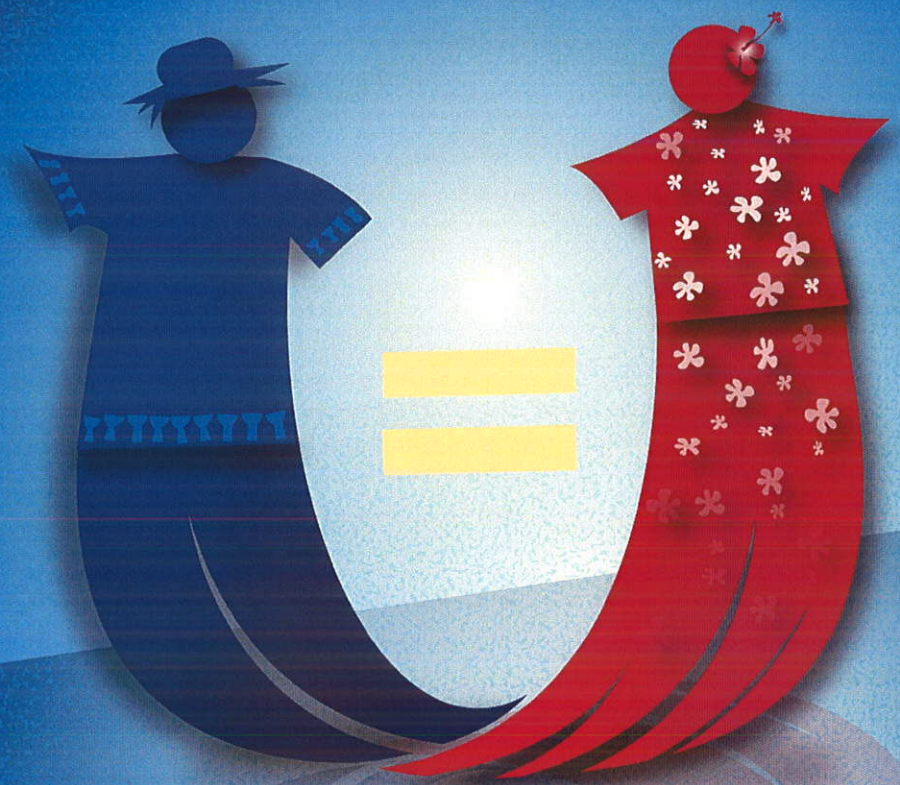
EQUAL EMPLOYMENT OPPORTUNITY PLAN

2015



EEOP

Judiciary of Guam
120 West O'Brien Drive
Hagåtña, Guam 96910

U.S. Department of Justice

Office of Justice Programs

Office for Civil Rights

Washington, D.C. 20531

July 17, 2015

Lola E. Leon Guerrero
Judiciary of Guam
P.O. Box 2950
Hagatna, GU 96932

Re: Equal Employment Opportunity Plan (EEOP) for Judiciary of Guam

Dear Ms. Lola E. Leon Guerrero,

The Office for Civil Rights, Office of Justice Programs, has reviewed and approved the EEOP Utilization Report that you submitted in accordance with the grant conditions set forth by either the Omnibus Crime Control and Safe Streets Act of 1968 (Safe Streets Act), Juvenile Justice and Delinquency Prevention Act of 1974, the Victims of Crime Act of 1984 or their implementing regulations. The plan that you submitted conforms to the online Guide to the Design and Development of an Equal Employment Opportunity Plan, which provides the essential information that the Department of Justice requires for our initial screening of your EEOP. The Department of Justice regulations for developing a comprehensive EEOP may be found at 28 CFR § 42.301 *et seq*. Your approved plan is effective for two years from the date of this letter, and satisfies the EEOP requirement for any subsequent grant awards received during the two-year period.

Your organization may, however, have additional civil rights compliance requirements if it receives funding from grant programs other than the ones listed above. For example, if your organization is a recipient of funding from the Office on Violence Against Women (OVW), your organization's non-discrimination policies and practices should also include prohibitions on discrimination on the bases of actual or perceived sexual orientation and gender identity.

If you have any questions regarding this matter, please contact the Office for Civil Rights at (202) 307-0690.

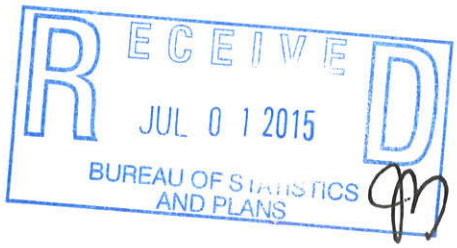
Sincerely,

X Michael L. Alston

Michael L. Alston
Director
Signed by: MICHAEL ALSTON

Step 1: Introductory Information

Grant Title:	Guam's Gang Resistance Education and Training (G.R.E.A.T) Project
Grant Number:	2009-GP-BX-0030
Project Title:	**FY 2009 G.R.E.A.T. Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$47,527.20
Start Date:	04/01/10
End Date:	06/30/13
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Bureau of Statistics and Plans
Contact Name:	Millie Erguiza
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9674



Grant Title:	Juvenile Drug Court Project
Grant Number:	2009-DJ-BX-0035
Project Title:	**FY 2009 Juvenile Drug Court (JAG)**
Grantee Name:	Judiciary of Guam
Award Amount:	$115,125.00
Start Date:	01/28/10
End Date:	06/30/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Bureau of Statistics and Plans
Contact Name:	Millie Erguiza
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9674

Grant Title:	Office on Violence Against Women FY 2010 Court Training and Improvement Program
Grant Number:	2010-WC-AX-K011
Project Title:	**FY 2010 OVW Specialized Domestic Violence Court Enhancement Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$350,000.00
Start Date:	09/01/10
End Date:	06/30/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Justice, Office on Violence Against Women
Contact Name:	Krista Blakeney-Mitchell
Contact Address:	800 K Street, N.W. Suite 920 Washington D.C. 20530
Telephone No.:	202-305-2651

Grant Title:	Juvenile Accountability Block Grant Program
Grant Number:	N/A
Project Title:	**FY 2010 Juvenile Drug Court (JDC) Program**
Grantee Name:	Judiciary of Guam
Award Amount:	$21,200.00
Start Date:	11/30/11
End Date:	05/31/13
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Youth Affairs
Contact Name:	Rebecca Respicio
Contact Address:	P.O. Box 23672 GMF Barrigada, Guam 96921
Telephone No.:	671-735-5010

Grant Title:	Edward Byrne Memorial Justice Assistance Grant
Grant Number:	2010-DJ-BX-0030
Project Title:	**FY 2010 Criminal Justice Records Improvement Integration Project (CJRI)**
Grantee Name:	Judiciary of Guam
Award Amount:	$320,000.00
Start Date:	06/06/11
End Date:	06/30/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Bureau of Statistics and Plans
Contact Name:	Lola Leon Guerrero
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9675

Grant Title:	Edward Byrne Memorial Justice Assistance Grant
Grant Number:	2010-DJ-BX-0030
Project Title:	**FY 2010 Sex Offender Registry National Act Compliance Initiative Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$57,495.00
Start Date:	06/06/11
End Date:	06/30/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Bureau of Statistics and Plans
Contact Name:	Lola Leon Guerrero
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9675

Grant Title:	S.T.O.P. VAW Formula Grant Program
Grant Number:	STOP 2010-WF-AX-0071
Project Title:	**FY 2010 STOP VAW**
Grantee Name:	Judiciary of Guam
Award Amount:	$24,650.41
Start Date:	06/01/10
End Date:	05/31/13
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Governor's Community Outreach – Federal Programs Office
Contact Name:	Cecilia A.Q. Morrison
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9162

Grant Title:	Edward Byrne Memorial Justice Assistance Grant
Grant Number:	2011-DJ-BX-2166
Project Title:	**FY 2011 Criminal Justice Records Improvement Integration Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$268,000.00
Start Date:	03/12/12
End Date:	09/30/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Bureau of Statistics and Plans
Contact Name:	Lola Leon Guerrero
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9675

Grant Title:	Guam's Gang Resistance Education and Training (G.R.E.A.T) Project
Grant Number:	2011-GP-BX--0074
Project Title:	**FY 2011 G.R.E.A.T. Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$13,860.00
Start Date:	04/04/12
End Date:	01/31/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Bureau of Statistics and Plans
Contact Name:	Millie Erguiza
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9674

Grant Title:	S.T.O.P. VAW Formula Grant Program
Grant Number:	STOP 2011-WF-AX-0020
Project Title:	**FY 2011 STOP VAW**
Grantee Name:	Judiciary of Guam
Award Amount:	$29,694.00
Start Date:	04/01/10
End Date:	03/28/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Governor's Community Outreach – Federal Programs Office
Contact Name:	Cecilia A.Q. Morrison
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9162

Grant Title:	National Criminal History Improvement Project
Grant Number:	2011-RU-BX-K088
Project Title:	**FY 2011 Guam Criminal History Improvement Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$150,000.00
Start Date:	10/01/11
End Date:	04/30/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Justice, Office of Justice Programs, Bureau of Justice Statistics
Contact Name:	Allina Lee, M.S., M.G.A.
Contact Address:	810 7th Street N.W. Washington, D.C. 20531
Telephone No.:	202-305-2696

Grant Title:	Guam 2011 Compact Impact 4
Grant Number:	Guam-CI-2011-4
Project Title:	**FY 2011 Compact Impact: Case Management System**
Grantee Name:	Judiciary of Guam
Award Amount:	$3,777,026.00
Start Date:	12/31/10
End Date:	01/01/16
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Governor's Office – BBMR
Grant Number:	Guam-CI-2011-4
Contact Name:	Art Mariano
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9410

Grant Title:	SMART- Adam Walsh Act
Grant Number:	2011-AW-BX-0026
Project Title:	**FY 2011 Guam SORNA Compliance Enhancement Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$387,300.00
Start Date:	10/01/11
End Date:	03/31/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Justice, Office of Justice Programs, SMART Office
Contact Name:	Samantha Opong
Contact Address:	810 7th Street N.W. Washington, D.C. 20531
Telephone No.:	202-514-4696

Grant Title:	S.T.O.P. VAW Formula Grant Program
Grant Number:	STOP 2012-WF-AX-0018
Project Title:	**FY 2012 STOP VAW**
Grantee Name:	Judiciary of Guam
Award Amount:	$24,127.37
Start Date:	07/01/12
End Date:	06/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Governor's Community Outreach – Federal Programs Office
Contact Name:	Cecilia A.Q. Morrison
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9162

Grant Title:	Juvenile Accountability Block Grant Program
Grant Number:	N/A
Project Title:	**FY 2012 Juvenile Drug Court (JDC) Program**
Grantee Name:	Judiciary of Guam
Award Amount:	$6,609.00
Start Date:	09/17/12
End Date:	06/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Youth Affairs
Contact Name:	Rebecca Respicio
Contact Address:	P.O. Box 23672 GMF Barrigada, Guam 96921
Telephone No.:	671-735-5010

Grant Title:	Edward Byrne Memorial Justice Assistance Grant
Grant Number:	C130601040 (DOA contract no.)
Project Title:	**FY 2012 Adult Drug Court (ADC)**
Grantee Name:	Judiciary of Guam
Award Amount:	$44,429.00
Start Date:	05/24/13
End Date:	06/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Bureau of Statistics and Plans
Contact Name:	Lola Leon Guerrero
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9675
Contact Address:	P.O. Box 23672 GMF Barrigada, Guam 96921
Telephone No.:	671-735-5010

Grant Title:	Edward Byrne Memorial Justice Assistance Grant
Grant Number:	C130601030 (DOA contract no.)
Project Title:	**FY 2012 CJRI**
Grantee Name:	Judiciary of Guam
Award Amount:	$354,429.00
Start Date:	05/24/13
End Date:	09/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Bureau of Statistics and Plans
Contact Name:	Lola Leon Guerrero
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9675

Grant Title:	State Justice Institute Technical Assistance Grant
Grant Number:	SJI-12-T-161
Project Title:	**FY 2013 Talent Management Program**
Grantee Name:	Judiciary of Guam
Award Amount:	$50,000.00
Start Date:	10/01/12
End Date:	12/31/13
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	State Justice Institute
Contact Name:	Jonathan Mattiello
Contact Address:	11951 Freedom Drive, Suite 1020 Reston, Virginia 20190
Telephone No.:	571-313-8843

Grant Title:	DWI Court Enhancement Project
Grant Number:	AL 13-01-06JOG
Project Title:	**FY 2013 DWI Court Enhancement Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$64,514.00
Start Date:	10/01/12
End Date:	09/30/13
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Public Works (DPW), Office of Highway Safety
Contact Name:	Cecilia Javier
Contact Address:	OHS, 542 N. Marine Corps Dr., Tamuning, Guam 96913
Telephone No.:	671-647-3216

Grant Title:	Adult Drug Court Discretionary Grant Program
Grant Number:	2013-DC-BX-0020
Project Title:	**FY 2013 Adult Drug Court Enhancement Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$200,000.00
Start Date:	10/01/13
End Date:	09/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Justice, Office of Justice Programs – Bureau of Justice Assistance
Contact Name:	Virginia T. Hernandez
Contact Address:	U.S. Department of Justice 950 Pennsylvania Ave N.W. Washington, D.C. 20530-0001
Telephone No.:	202-616-5910

Grant Title:	S.T.O.P. VAW Formula Grant Program
Grant Number:	STOP 2013-WF-0003
Project Title:	**FY 2013 STOP VAW**
Grantee Name:	Judiciary of Guam
Award Amount:	$29,126.00
Start Date:	07/01/13
End Date:	03/31/16
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270 or 475-3202
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Governor's Community Outreach – Federal Programs Office
Contact Name:	Cecilia A.Q. Morrison
Contact Address:	P.O. Box 2950, Hagatna, Guam 96932
Telephone No.:	671-475-9162

Grant Title:	Juvenile Accountability Block Grant Program
Grant Number:	2013-JB-FX-0013
Project Title:	**FY 2013 Juvenile Accountability Block Grant Program (JABG)**
Grantee Name:	Judiciary of Guam
Award Amount:	$5,000.00
Start Date:	07/01/13
End Date:	06/30/16
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Youth Affairs
Contact Name:	Rebecca Respicio
Contact Address:	P.O. Box 23672 GMF Barrigada, Guam 96921
Telephone No.:	671-735-5010

Grant Title:	Guam Preservation Trust Grant
Grant Number:	GPTG-13-10
Project Title:	**FY 2013 Guam Preservation Trust Program**
Grantee Name:	Judiciary of Guam
Award Amount:	$5,000.00
Start Date:	04/01/13
End Date:	04/01/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Guam Preservation Trust
Contact Name:	Joe Quinata
Contact Address:	P.O. Box 3036, Hagatna, Guam 96932
Telephone No.:	671-472-9439

Grant Title:	SMART- Adam Walsh Act
Grant Number:	2013-AW-BX-0051
Project Title:	**FY 2013 Guam Sex Offender SMART Program**
Grantee Name:	Judiciary of Guam
Award Amount:	$400,000.00
Start Date:	10/01/13
End Date:	09/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Y. Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Justice, Office of Justice Programs, SMART Office
Contact Name:	Marlon Daley
Contact Address:	810 7th Street N.W. Washington, D.C. 20531
Telephone No.:	202-514-5231

Grant Title:	SMART- Adam Walsh Act
Grant Number:	2013-AW-BX-0032
Project Title:	**FY 2014 Guam SMART Sex Offender Program**
Grantee Name:	Judiciary of Guam
Award Amount:	$304,473.00
Start Date:	10/01/14
End Date:	09/30/16
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Y. Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Justice, Office of Justice Programs, SMART Office
Contact Name:	Marlon Daley
Contact Address:	810 7th Street N.W. Washington, D.C. 20531
Telephone No.:	202-514-5231

Grant Title:	DWI Court Enhancement Project
Grant Number:	AL 14-01-05JOG
Project Title:	**FY 2014 DWI Court Enhancement Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$65,265.00
Start Date:	10/01/13
End Date:	09/30/14
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Public Works (DPW), Office of Highway Safety
Contact Name:	Cecilia Javier
Contact Address:	OHS, 542 N. Marine Corps Dr., Tamuning, Guam 96913
Telephone No.:	671-647-3216

Grant Title:	Adult Discretionary Grant Program
Grant Number:	2014-VV-BX-0017
Project Title:	**FY 2014 Veterans Treatment Court**
Grantee Name:	Judiciary of Guam
Award Amount:	$350,000.00
Start Date:	10/01/14
End Date:	09/30/17
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Justice, Office of Justice Programs – Bureau of Justice Assistance
Contact Name:	Virginia T. Hernandez
Contact Address:	U.S. Department of Justice 950 Pennsylvania Ave N.W. Washington, D.C. 20530-0001
Telephone No.:	202-598-7508

Grant Title:	National Criminal History Improvement Project
Grant Number:	2014-RU-BX-K035
Project Title:	**FY 2014 Guam Criminal History Improvement Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$519,818.00
Start Date:	10/01/14
End Date:	09/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Justice, Office of Justice Programs – Bureau of Justice
Contact Name:	Terrance Q. Ealey
Contact Address:	U.S. Department of Justice 810 7th Street N.W. Washington, D.C. 20531
Telephone No.:	202-616-5299

Grant Title:	State Justice Institute Technical Assistance Grant
Grant Number:	SJI-14-T-083
Project Title:	**FY 2014 Criminal Sexual Conduct Management Strategic Planning Initiative**
Grantee Name:	Judiciary of Guam
Award Amount:	$50,000.00
Start Date:	04/01/14
End Date:	06/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	State Justice Institute
Contact Name:	Jonathan Mattiello
Contact Address:	11951 Freedom Drive, Suite 1020 Reston, Virginia 20190
Telephone No.:	571-313-8843

Grant Title:	State Justice Institute Technical Assistance Grant
Grant Number:	SJI-12-T-160
Project Title:	**FY 2014 Court Security Assessment**
Grantee Name:	Judiciary of Guam
Award Amount:	$50,000.00
Start Date:	07/01/14
End Date:	06/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	State Justice Institute
Contact Name:	Jonathan Mattiello
Contact Address:	11951 Freedom Drive, Suite 1020 Reston, Virginia 20190
Telephone No.:	571-313-8843

Grant Title:	AmeriCorps Grant
Grant Number:	14AC161689
Project Title:	**FY 2014 Serve Guam; Justice Corps Program**
Grantee Name:	Judiciary of Guam
Award Amount:	$179,993.00
Start Date:	10/01/14
End Date:	09/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Serve Guam Commission
Contact Name:	Doris Aguon
Contact Address:	2nd Floor, Suite 205, GCIC Building, Hagatna, Guam 96910
Telephone No.:	671-300-4600

Grant Title:	DWI Court Enhancement Project
Grant Number:	AL15-01-04JOG
Project Title:	**FY 2015 DWI Court Enhancement Project**
Grantee Name:	Judiciary of Guam
Award Amount:	$70,355.00
Start Date:	10/01/14
End Date:	09/30/15
Grantee Type:	Government Agency
Address:	120 West O'Brien Drive, Hagatna, Guam 96910
Contact Person:	Cerina Mariano
Telephone No.:	671-475-3270
Contact Address:	120 West O'Brien Drive, Hagatna, Guam 96910
State Granting Agency:	Department of Public Works (DPW), Office of Highway Safety
Contact Name:	Cecilia Javier
Contact Address:	OHS, 542 N. Marine Corps Dr., Tamuning, Guam 96913
Telephone No.:	671-647-3216

Policy Statement:

The Judiciary of Guam is committed to maintaining a workforce that is free of unlawful discrimination or harassment on the basis of age, color, disability, genetic information, national origin, race, religion, or sex. The Judiciary of Guam is cognizant of its responsibility as an Equal Opportunity Employer and strives to attain a workforce that is reflective of the community we serve.

The Judiciary of Guam maintains a zero tolerance policy as set forth in the Discrimination & Harassment Prevention Policy and utilizes the in-house Equal Employment Opportunity (EEO) Policy & Discrimination Charge Procedure to address EEO concerns or charges.

2014 Utilization Analysis

JOB Category			Total Male	MALE															Total Female	FEMALE												
				White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group		White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group
Officials/Administrators	%		-16%	-6%	-1%	-24%	6%	-1%	0%	0%	8%	-1%	0%	0%	0%	3%	-1%	0%	16%	-2%	0%	-12%	0%	-1%	0%	4%	6%	4%	0%	0%	0%	16%	-1%	0%
Professionals	%		-14%	-1%	0%	-13%	-2%	2%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	14%	-3%	0%	-16%	18%	2%	0%	0%	8%	0%	0%	0%	0%	7%	0%	0%
Technicians	%		-19%	-14%	-1%	-20%	6%	1%	0%	-2%	3%	0%	0%	0%	0%	6%	0%	1%	19%	1%	0%	-14%	24%	1%	0%	0%	4%	0%	0%	0%	0%	2%	0%	0%
Protective Services: Sworn	%		-23%	-6%	-1%	-10%	-16%	-1%	-1%	2%	3%	0%	0%	2%	0%	6%	-1%	0%	23%	0%	0%	1%	12%	2%	0%	0%	4%	0%	0%	0%	0%	3%	0%	1%
Protective Services: Non-sworn	%		-3%	-20%	0%	7%	30%	0%	0%	-20%	0%	0%	0%	0%	0%	0%	0%	0%	3%	0%	0%	7%	-19%	7%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%
Administrative Support	%		12%	-1%	0%	-11%	12%	0%	0%	0%	5%	0%	0%	3%	0%	4%	-1%	3%	-12%	-2%	0%	-24%	1%	5%	0%	0%	5%	0%	0%	3%	0%	4%	-1%	0%
Skilled Craft	%		4%	-5%	0%	-47%	35%	-1%	0%	25%	0%	0%	0%	0%	0%	-1%	-1%	0%	-4%	0%	0%	-1%	-2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance	%		33%	-2%	0%	-24%	45%	0%	0%	-1%	6%	0%	0%	0%	0%	5%	0%	6%	-33%	-1%	0%	-14%	-15%	0%	0%	0%	0%	0%	0%	0%	0%	-1%	0%	0%
Unemployed	%																																	

2014 Judiciary of Guam Workforce Numbers and Percentage

				MALE																FEMALE											
		Total	Total Male	White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group	Total Female	White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group
Officials/Administrators	#	23	10	1	0	0	5	0	0	0	2	0	0	0	0	1	0	0	13	0	0	1	4	0	0	1	2	1	0	0	0	4	0	0
	%		43%	4%	0%	0%	26%	0%	0%	0%	9%	0%	0%	0%	0%	4%	0%	0%	57%	0%	0%	4%	17%	0%	0%	4%	9%	4%	0%	0%	0%	17%	0%	0%
Professionals	#	100	31	10	0	3	12	3	0	0	1	0	0	0	0	2	0	0	69	4	0	6	39	3	0	0	9	0	0	0	0	8	0	0
	%		31%	10%	0%	3%	12%	3%	0%	0%	1%	0%	0%	0%	0%	2%	0%	0%	69%	4%	0%	6%	39%	3%	0%	0%	9%	0%	0%	0%	0%	8%	0%	0%
Technicians	#	71	35	0	0	5	19	2	0	0	3	0	0	0	0	5	0	1	36	1	0	6	21	1	0	0	4	0	0	0	0	3	0	0
	%		49%	0%	0%	7%	27%	3%	0%	0%	4%	0%	0%	0%	0%	7%	0%	1%	51%	1%	0%	8%	30%	1%	0%	0%	6%	0%	0%	0%	0%	4%	0%	0%
Protective Services: Sworn	#	129	91	0	0	10	57	0	0	3	6	0	0	2	0	12	0	1	38	0	0	2	24	2	0	0	5	0	0	0	0	4	0	1
	%		71%	0%	0%	8%	44%	0%	0%	2%	5%	0%	0%	2%	0%	9%	0%	1%	29%	0%	0%	2%	19%	2%	0%	0%	4%	0%	0%	0%	0%	3%	0%	1%
Protective Services: Non-sworn	#	14	8	0	0	1	7	0	0	0	0	0	0	0	0	0	0	0	6	0	0	1	3	1	0	0	0	0	0	0	0	0	0	1
	%		57%	0%	0%	7%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	43%	0%	0%	7%	21%	7%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%
Administrative Support	#	39	17	0	0	0	11	0	0	0	2	0	0	1	0	2	0	1	22	0	0	2	13	2	0	0	2	0	0	1	0	2	0	0
	%		44%	0%	0%	0%	28%	0%	0%	0%	5%	0%	0%	3%	0%	5%	0%	3%	56%	0%	0%	5%	33%	5%	0%	0%	5%	0%	0%	3%	0%	5%	0%	0%
Skilled Craft	#	4	4	0	0	0	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		100%	0%	0%	0%	75%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance	#	16	15	0	0	0	12	0	0	0	1	0	0	0	0	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%		94%	0%	0%	0%	75%	0%	0%	0%	6%	0%	0%	0%	0%	6%	0%	6%	6%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Unemployed	#																																	
	%																																	
		396	211 396	11 16	0 0	19 38	127 231	5 14	0 0	4 5	15 37	0 1	0 0	3 4	0 0	23 44	0 0	4 6	185	5	0	19	104	9	0	1	22	1	0	:	0	21	0	2

2013 Utilization Analysis

JOB Category			Total Male	MALE															Total Female	FEMALE													
				White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group		White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group
Officials/Administrators	%		-6%	-6%	-1%	-24%	18%	-1%	0%	0%	4%	-1%	0%	0%	0%	7%	-1%	0%	6%	-2%	0%	-13%	-5%	-1%	0%	4%	7%	4%	0%	0%	0%	11%	-1%	0%
Professionals	%		-14%	-1%	0%	-12%	-3%	2%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	14%	-3%	0%	-18%	16%	2%	0%	0%	11%	0%	0%	0%	0%	7%	0%	0%
Technicians	%		-18%	-14%	-1%	-22%	7%	1%	0%	-2%	3%	0%	0%	0%	0%	7%	0%	1%	18%	1%	0%	-13%	22%	1%	0%	0%	2%	0%	0%	0%	0%	2%	0%	1%
Protective Services: Sworn	%		-25%	-6%	-1%	-9%	-18%	0%	-1%	1%	3%	0%	0%	2%	0%	5%	-1%	0%	25%	0%	0%	1%	13%	3%	0%	0%	3%	0%	0%	0%	0%	4%	0%	0%
Protective Services: Non-sworn	%		13%	-20%	0%	13%	33%	0%	0%	-20%	0%	0%	0%	0%	0%	7%	0%	0%	-13%	0%	0%	0%	-20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%
Administrative Support	%		3%	-1%	0%	-9%	7%	0%	0%	0%	2%	0%	0%	0%	0%	3%	-1%	2%	-3%	-2%	0%	-25%	7%	2%	0%	0%	4%	0%	0%	2%	0%	10%	-1%	0%
Skilled Craft	%		4%	-5%	0%	-47%	27%	-1%	0%	33%	0%	0%	0%	0%	0%	-1%	-1%	0%	-4%	0%	0%	-1%	-2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance	%		34%	-2%	0%	-19%	38%	0%	0%	-1%	5%	0%	0%	0%	0%	9%	0%	5%	-34%	-1%	0%	-15%	-15%	0%	0%	0%	0%	0%	0%	0%	0%	-1%	0%	0%
Unemployed	%																																	

2013 Judiciary of Guam Workforce Numbers and Percentage

				MALE																FEMALE													
		Total	Total Male	White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group	Total Female	White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group
Officials/Administrators	#	24	13	1	0	0	9	0	0	0	1	0	0	0	0	2	0	0	11	0	0	1	3	0	0	1	2	1	0	0	0	3	0	0
	%		54%	4%	0%	0%	38%	0%	0%	0%	4%	0%	0%	0%	0%	8%	0%	0%	46%	0%	0%	4%	13%	0%	0%	4%	8%	4%	0%	0%	0%	13%	0%	0%
Professionals	#	97	30	9	0	4	11	3	0	0	2	0	0	0	0	1	0	0	67	4	0	4	36	3	0	0	12	0	0	0	0	8	0	0
	%		31%	9%	0%	4%	11%	3%	0%	0%	2%	0%	0%	0%	0%	1%	0%	0%	69%	4%	0%	4%	37%	3%	0%	0%	12%	0%	0%	0%	0%	8%	0%	0%
Technicians	#	72	36	0	0	4	20	2	0	0	3	0	0	0	0	6	0	1	36	1	0	7	20	1	0	0	3	0	0	0	0	3	0	1
	%		50%	0%	0%	6%	28%	3%	0%	0%	4%	0%	0%	0%	0%	8%	0%	1%	50%	1%	0%	10%	28%	1%	0%	0%	4%	0%	0%	0%	0%	4%	0%	1%
Protective Services: Sworn	#	118	81	0	0	10	50	1	0	2	5	0	0	2	0	10	0	1	37	0	0	2	23	3	0	0	4	0	0	0	0	5	0	0
	%		69%	0%	0%	8%	42%	1%	0%	2%	4%	0%	0%	2%	0%	8%	0%	1%	31%	0%	0%	2%	19%	3%	0%	0%	3%	0%	0%	0%	0%	4%	0%	0%
Protective Services: Non-sworn	#	15	11	0	0	2	8	0	0	0	0	0	0	0	0	1	0	0	4	0	0	0	3	0	0	0	0	0	0	0	0	0	0	1
	%		73%	0%	0%	13%	53%	0%	0%	0%	0%	0%	0%	0%	0%	7%	0%	0%	27%	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	7%
Administrative Support	#	43	15	0	0	1	10	0	0	0	1	0	0	0	0	2	0	1	28	0	0	2	17	1	0	0	2	0	0	1	0	5	0	0
	%		35%	0%	0%	2%	23%	0%	0%	0%	2%	0%	0%	0%	0%	5%	0%	2%	65%	0%	0%	5%	40%	2%	0%	0%	5%	0%	0%	2%	0%	12%	0%	0%
Skilled Craft	#	3	3	0	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%		100%	0%	0%	0%	67%	0%	0%	33%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance	#	19	18	0	0	1	13	0	0	0	1	0	0	0	0	2	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%		95%	0%	0%	5%	68%	0%	0%	0%	5%	0%	0%	0%	0%	11%	0%	5%	5%	0%	0%	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Unemployed	#																																	
	%																																	
		391	207 391	10 15	0 0	22 39	123 225	6 14	0 0	3 4	13 36	0 1	0 0	2 3	0 0	24 48	0 0	4 6	184	5	0	17	102	8	0	1	23	1	0	1	0	24	0	2

Community Workforce Numbers and Percentage: 2000 Census

JOB Category	Total	Total Male	MALE															Total Female	FEMALE													
			White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group		White	Black	Asian	Pacific Islander	Other Ethnic Group	White and Black	White and Asian	Pacific Islander and White	White and Other Ethnic Group	Black and Asian	Pacific Islander and Black	Black and Other Ethnic Group	Pacific Islander and Asian	Asian and other Ethnic Group	Pacific Islander and Other Ethnic Group
Officials/Administrators	7,700	4,600	770	70	1,840	1,510	90	10	30	50	40	0	0	10	110	50	20	3,100	180	0	1,290	1,360	50	0	0	70	10	0	0	0	90	50	0
		60%	10%	1%	24%	20%	1%	0%	0%	1%	1%	0%	0%	0%	1%	1%	0%	40%	2%	0%	17%	18%	1%	0%	0%	1%	0%	0%	0%	0%	1%	1%	0%
Professionals	8,320	3,760	880	20	1,350	1,190	100	0	20	50	30	0	0	0	100	10	10	4,560	570	10	1,830	1,780	90	0	20	80	40	20	0	0	90	20	10
		45%	11%	0%	16%	14%	1%	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%	55%	7%	0%	22%	21%	1%	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%
Technicians	1,030	700	140	10	280	210	20	0	20	10	0	0	0	0	10	0	0	330	0	0	230	60	0	0	0	20	0	0	0	0	20	0	0
		68%	14%	1%	27%	20%	2%	0%	2%	1%	0%	0%	0%	0%	1%	0%	0%	32%	0%	0%	22%	6%	0%	0%	0%	2%	0%	0%	0%	0%	2%	0%	0%
Protective Services: Sworn	1,950	1,820	110	20	340	1,180	20	10	10	30	0	0	0	0	70	20	10	130	0	0	10	120	0	0	0	0	0	0	0	0	0	0	0
		93%	6%	1%	17%	61%	1%	1%	1%	2%	0%	0%	0%	0%	4%	1%	1%	7%	0%	0%	1%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Protective Services: Non-sworn	50	30	10	0	0	10	0	0	10	0	0	0	0	0	0	0	0	20	0	0	0	20	0	0	0	0	0	0	0	0	0	0	0
		60%	20%	0%	0%	20%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%	40%	0%	0%	0%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	15,170	4,850	180	60	1,680	2,480	60	0	20	50	0	0	0	0	220	100	0	10,320	350	30	4,440	4,920	90	0	10	90	40	0	0	0	190	150	10
		32%	1%	0%	11%	16%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%	68%	2%	0%	29%	32%	1%	0%	0%	1%	0%	0%	0%	0%	1%	1%	0%
Skilled Craft	6,870	6,580	320	30	3,200	2,730	90	0	0	30	20	0	10	0	90	60	0	290	20	0	90	170	0	0	0	0	10	0	0	0	0	0	0
		96%	5%	0%	47%	40%	1%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%	4%	0%	0%	1%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service/Maintenance	16,040	9,700	320	50	3,880	4,800	80	0	90	90	20	0	10	0	270	80	10	6,340	190	40	3,310	2,470	10	20	10	70	10	10	10	0	120	40	30
		60%	2%	0%	24%	30%	0%	0%	1%	1%	0%	0%	0%	0%	2%	0%	0%	40%	1%	0%	21%	15%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%
Unemployed	6,850	3,790	70	10	1,220	2,230	10	0	10	50	0	0	20	0	90	40	40	3,060	100	0	700	2,020	30	0	20	30	10	0	0	0	100	40	10
		55%	1%	0%	18%	33%	0%	0%	0%	1%	0%	0%	0%	0%	1%	1%	1%	45%	1%	0%	10%	29%	0%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%

Step 4b: Narrative Underutilization Analysis

Although a small pacific island, Guam is a territory of the United States and is well known as the "Hub of the Pacific" where "America's day begins". Guam's strategic location, where east meets west, makes it a melting pot of cultures and ethnicities. This brings about a diverse community with multiple ethnic origins.

The Judiciary of Guam's Equal Employment Opportunity Office conducted a comparative analysis of its workforce against the community workforce of Guam and highlights the following:

1. Guam's diversity in cultures is reflected in the mixed/multiple ethnicities of our workforce with mostly a positive representation in the "Pacific Islander & Asian" and "Pacific Islander & White" categories.

2. Recognizing Guam's geographic location within the Pacific region supports the high representation numbers in the Pacific Islander category.

3. Out of the 256 total job and ethnic origin categories from the Utilization Analysis, there were only 21 categories with an underutilization of more than -10% in 2013 and 23 categories with an underutilization of more than -10% in 2014, respectively.

4. The Asian category continues to be the most significantly under-represented in most job categories for both males and females.

5. There was an underutilization of white males in the job categories of "Protective Services: Non-sworn" (-20%) and Technicians (-14%).

6. Although the "Protective Services: Sworn" job category is predominantly known to attract more male applicants, the Judiciary has a positive female utilization of 25% in 2013 and 23% in 2014.

7. With less than 20 employees in the job categories of "Protective Services: Non-sworn", Skilled Craft and Service/Maintenance, it is difficult to draw any reliable conclusions about the underutilization in those categories.

Step 5 & 6: Objectives and Steps

The Judiciary of Guam remains committed to achieving a workforce that is more representative of the community we serve and will strive to achieve this by:

1. Continuing to broaden our pool of qualified applicants in the under-represented categories.
2. Encouraging careers in the Judicial field by continuing our commitment to the various programs at the High School and College level such as Judicial Internships and counterparts.

3. Continuing our dissemination of job announcements to the local Military organizations.
4. Continuing our dissemination of job announcements to the Asian community organizations.
5. Continuing our dissemination of job announcements to the different labor agencies, community organizations, as well as other local and federal agencies.
6. Monitoring the under-utilized job categories.
7. Continuing to monitor our recruitment and retention practices with effective resources such as the Utilization Analysis.

Step 7a: Internal Dissemination

1. Upon approval by the Department of Justice, the EEOP will be posted on the Judiciary of Guam's intranet website.
2. An email will be sent to all employees via the Division Heads informing them of the EEOP's approval.
3. A copy of the EEOP will be displayed on the Human Resources Bulletin Board.
4. A copy of the EEOP will be available at the EEO Office and may be obtained upon request.

Step 7b: External Dissemination

1. Upon approval by the Department of Justice, the EEOP will be posted on the Judiciary of Guam's website, www.guamcourts.org.
2. Inform all applicants via the job announcements that they may obtain a copy of the EEOP from the EEO Office upon request.
3. Provide a copy of the EEOP to the executive and legislative branches of the Government of Guam.
4. Provide a copy of the EEOP to the Guam Law Library.

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

I have reviewed the foregoing EEOP Short Form and certify the accuracy of the reported workforce data and our organization's employment policies.

ROBERT S. CRUZ
Administrator of the Courts, Acting

7/8/15
Date