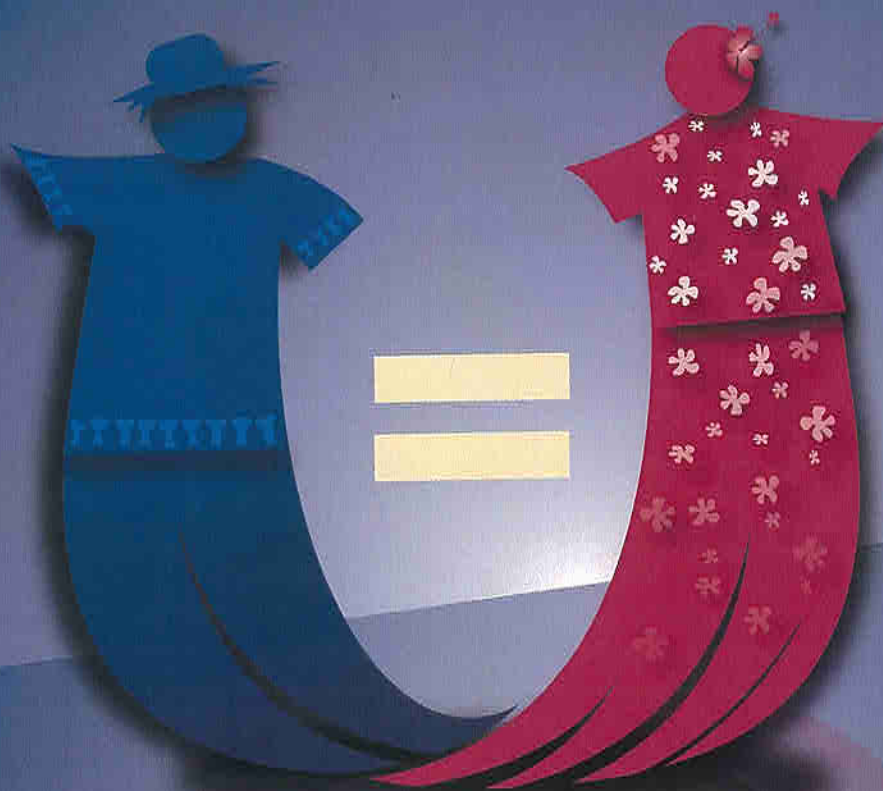


EQUAL EMPLOYMENT OPPORTUNITY PLAN

2009



EEOP



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

BSP - Aug
1/31/09

Step 1: Introductory Information

Grant Title: Edward J. Byrne Justice Assistance Grant Program
Grant Number: 2004-DB-BX-0054
Project Title: FY 2004 Criminal Justice Records Improvement Integration Project
Grantee Name: Judiciary of Guam
Award Amount: \$133,879.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Grant Number: 2004-DB-BX-0054
Contact Name: Lola Leon Guerrero
Contact Address: P.O. Box 2950
Hagatna, Guam 96932
Telephone #: (671) 475-9675

Grant Title: Edward J. Byrne Justice Assistance Grant Program
Grant Number: 2005-DJ-BX-0071
Project Title: FY 2005 Criminal Justice Records Improvement Integration Project
Grantee Name: Judiciary of Guam
Award Amount: \$447,321.62
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910
State Granting Agency: Bureau of Statistics and Plans
Grant Number: 2005-DJ-BX-0071
Contact Name: Lola Leon Guerrero
Contact Address: P.O. Box 2950
Hagatna, Guam 96932
Telephone #: (671) 475-9675

Grant Title: Edward J. Byrne Justice Assistance Grant Program
Grant Number: 2006-DJ-BX-0017
Project Title: FY 2006 Criminal Justice Records Improvement Integration Project
Grantee Name: Judiciary of Guam
Award Amount: \$135,982.82
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910

Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910

State Granting Agency: Bureau of Statistics and Plans
Grant Number: 2006-DJ-BX-0017
Contact Name: Lola Leon Guerrero
Contact Address: P.O. Box 2950
Hagatna, Guam 96932
Telephone #: (671) 475-9675

Grant Title: Juvenile Accountability Block Grant
Grant Number:
Project Title: FY 2006 Juvenile Drug Court Tracker Program
Grantee Name: Judiciary of Guam
Award Amount: \$27,300.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910

State Granting Agency: Department of Youth Affairs
Grant Number:
Contact Name: Christopher Duenas
Contact Address: P.O. Box 23672 GMF
Barrigada, Guam 96921
Telephone #: (671) 735-5010

Grant Title: National Criminal History Improvement Project
Grant Number: 2006-SK-BX-K006
Project Title: FY 2006 Guam Protection Order File Project
Grantee Name: Judiciary of Guam
Award Amount: \$20,334.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910

State Granting Agency: Judiciary of Guam
Grant Number: 2006-SK-BX-K006
Contact Name: Perry C. Taitano
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Telephone #: (671) 475-3544

Grant Title: Juvenile Accountability Block Grant
Grant Number: 2007-JB-FX-0032
Project Title: FY 2007 Juvenile Drug Court
Grantee Name: Judiciary of Guam,
Award Amount: \$25,700.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Jacqueliné Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910

State Granting Agency: Department of Youth Affairs
Grant Number: 2007-JB-FX-0032
Contact Name: Vicente Anthony Ada
Contact Address: P.O. Box 23672 GMF
Barrigada, Guam 96921
Telephone #: (671) 735-5010

Grant Title: Edward Byrne Grant Program
Grant Number: 2007-DJ-BX-0063
Project Title: FY 2007 Juvenile Drug Court
Grantee Name: Judiciary of Guam
Award Amount: \$52,936.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910

State Granting Agency: Bureau of Statistics and Plans
Grant Number: 2007-DJ-BX-0063
Contact Name: Lola Leon Guerrero
Contact Address: P.O. Box 2950
Hagatna, Guam 96932
Telephone #: (671) 475-9675

Grant Title: Edward Byrne Grant Program
Grant Number: 2007-DJ-BX-0063
Project Title: FY 2007 Justice Wide Area Network
Grantee Name: Judiciary of Guam
Award Amount: \$12,000.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910

Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910

State Granting Agency: Bureau of Statistics and Plans
Grant Number: 2007-DJ-BX-0063
Contact Name: Lola Leon Guerrero
Contact Address: P.O. Box 2950
Hagatna, Guam 96932
Telephone #: (671) 475-9675

Grant Title: National Criminal History Improvement Program
Grant Number: 2007-SK-BX-K016
Project Title: FY 2007 Guam Protection Order File Project
Grantee Name: Judiciary of Guam
Award Amount: \$20,334.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910

State Granting Agency: Judiciary of Guam
Grant Number: 2007-SK-BX-K016
Contact Name: Perry C. Taitano
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Telephone #: (671) 475-3544

Grant Title: Sex Offender Management Discretionary Grant Program
Grant Number: 2007-WP-BX-0019
Project Title: FY 2007 Guam Sex Offender Management Planning Program
Grantee Name: Judiciary of Guam
Award Amount: \$50,000.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910

State Granting Agency: Judiciary of Guam
Grant Number: 2007-WP-BX-0019
Contact Name: Perry C. Taitano
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Telephone #: (671) 475-3544

Grant Title: Services, Training, Officers, Prosecutors,
Violence Against Women Formula Grant Program
Grant Number: 2007-WF-AX-0048
Project Title: FY 2007 Consolidated Domestic Violence Project
Grantee Name: Judiciary of Guam
Award Amount: \$26,244.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Jacqueline Z. Cruz
Telephone #: (671) 475-3270
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910
State Granting Agency: Office of the Governor
Governor's Community Outreach – Federal Programs Office
Grant Number: 2007-WF-AX-0048
Contact Name: Cecilia Morrison
Contact Address: P. O. Box 2950
Hagatna, Guam 96932
Telephone #: (671) 475-9178

Grant Title: No Child Left Behind: Title V-A
Grant Number:
Project Title: FY2008 Children At Risk: The Juvenile Justice System Project
Grantee Name: Judiciary of Guam
Award Amount: \$50,000.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Chief Justice Robert J. Torres
Telephone #: (671) 475-3300
Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910
State Granting Agency: Guam Public School System
Grant Number:
Contact Name: James Petite
Contact Address: P.O. Box DE
Hagatna, Guam 96923
Telephone #: (671)475-0505/0504

Grant Title: No Child Left Behind: Title V-A
Grant Number:
Project Title: FY2008 Play By The Rules: Guam Laws for Youth
Grantee Name: Judiciary of Guam
Award Amount: \$16,000.00
Grantee Type: Government Agency
Address: 120 West O'Brien Drive
Hagatna, Guam 96910
Contact Person: Chief Justice Robert J. Torres
Telephone #: (671) 475-3300

Contact Address: 120 West O'Brien Drive
Hagatna, Guam 96910

State Granting Agency: Guam Public School System

Grant Number:

Contact Name: James Petite

Contact Address: P.O. Box DE
Hagatna, Guam 96923

Telephone #: (671)475-0505/0504

Policy Statement:

The Judiciary of Guam is cognizant of its responsibility as an Equal Opportunity Employer and recognizes the importance of providing a work environment free from discrimination and harassment. The Judiciary of Guam is committed to complying with all applicable federal and local employment laws 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 Harassment Prevention and Sexual Harassment Policies and utilizes the in-house Discrimination Complaint Process to address Equal Employment Opportunity (EEO) complaints.

Step 4b: Narrative Underutilization Analysis

In reviewing the Utilization Analysis, the Judiciary of Guam's EEO Office made the following observations:

1. Both Asian males and females were significantly under-represented in seven of the eight job categories for males and six of the eight job categories for females.
2. There was an underutilization of 14% in the Male White job category of Technicians.
3. The limited number of employees in the Protective Services: Non-sworn, Skilled Craft and Service/Maintenance Job Categories made it difficult to draw any reliable conclusions regarding the underutilization on those categories.

The Utilization Analysis continues to be an effective tool in monitoring employment practices and identifying specific job categories that are under-represented by ethnic origin and sex. In 2007 and 2008, the analysis showed deficiencies of more than 10% in only 29 of the 240 applicable job categories. However, some underutilization reflects a positive recruitment trend. For example, in the Administrative Support and Protective Services Job Categories, since these career fields have been labeled to be predominantly male or female by nature of the profession.

Step 5 & 6: Objectives and Steps

The Judiciary of Guam's objective is to attain a workforce that is more reflective of our community labor market. This will be achieved by:

1. Monitoring the under-represented job categories and by broadening our pool of qualified employment applicants.
2. Disseminating our job announcements to the Asian community organizations.
3. Disseminating our job announcements to the local Military organizations.

The Judiciary of Guam will continue to send our job announcements to the different labor agencies, community organizations, as well as other local and federal agencies. The Judiciary will also encourage careers in the Judicial field by continuing our commitment to the various programs at the High School and College level such as Job Shadowing and Internships.

Step 7a: Internal Dissemination

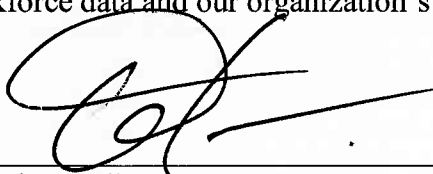
1. Upon receiving the Department of Justice's approval of the EEOP, a copy will be posted on the Judiciary of Guam's intranet website.
2. An email will be sent to all employees informing them of the EEOP's approval and that they may obtain a copy from the EEO Office upon request.
3. A copy of the EEOP will be displayed at the Human Resources Bulletin Board.
4. A copy will be kept in the reception area of the Administrator of the Court's Office.

Step 7b: External Dissemination

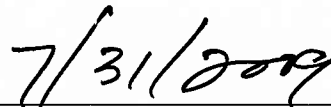
1. Post a copy of the EEOP on the Judiciary of Guam's website, www.guamcourts.org.
2. Provide a copy of the EEOP to the executive and legislative branches of the Government of Guam.
3. Provide a copy of the EEOP to the Guam Law Library.
4. Include on all job announcements that applicants may obtain a copy of the EEOP from the EEO Office upon request.

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.



Daniel J. Tydingco
Administrator of the Courts, Acting



Date