



Voice of the Director



Paul A. Quander, Jr.

Several weeks ago, my wife, while attending a conference in New Orleans, called to tell me about a horrendous murder in the District of Columbia that was caught on video and was being broadcast on the national news. I knew of the crime but was a little surprised that the surveillance video had made the news in Louisiana (and was likely being replayed throughout the country). I'm sure most of you have seen the video by now. In it, an individual brandishing a handgun is shown struggling with several men in an apartment lobby. He eventually shoots two of the men at what appears to be nearly point blank range. One of the shooting victims dies and the suspect is later apprehended by MPD and charged with felony murder while armed.

This incident characterizes what we work so hard every day to prevent. In our team meetings and among ourselves we talk about our fear of having one of our offenders commit a heinous crime, particularly one that results in an innocent citizen being injured or killed. Few outside of the industry know the ominous responsibility of protecting the public against the unpredictable behavior of people with criminal pasts. The 19-year-old suspect in this case was under supervision for his first adult conviction, serving six months probation on a misdemeanor drug possession charge. The screener placed him at medium risk for re-offending.

The CSO, Tigist Tarekegn supervised the offender with near textbook perfection. During the six weeks between his assignment to her and his arrest, she implemented the sanctions matrix as prescribed by policy and

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CSOSA's Mission Statement

The mission of the Court Services and Offender Supervision Agency for the District of Columbia is to increase public safety, prevent crime, reduce recidivism, and support the fair administration of justice in close collaboration with the community. The Agency will enhance decision-making and provide effective community supervision, thereby ensuring public confidence in the criminal justice system.

Voice of the Director continued

used all of the resources available to her to ensure accountability. The offender's first late arrival for an office visit was met with a verbal reprimand. She sanctioned him to daily reporting after his initial drug test returned positive. A home visit was conducted within a week of his first office visit and a conference with SCSO Reyna Cartagena scheduled when his marijuana use continued. Following the SCSO conference, the offender's supervision level was increased to maximum, he was assigned to the Day Reporting Center and scheduled for a CIT assessment. CSO Tarekegn conducted an unscheduled accountability tour and, in accordance with the Loss of Contact policy, responded to the offender's first missed office appointment with a certified letter to his home, a call to his collateral contacts and an attempted home visit. A WALES/NCIC check was done after the second missed appointment and an AVR submitted after the third. The alleged crime was committed nine days after the AVR was forwarded to the sentencing judge.

It is always discouraging when an offender continues to engage in criminal behavior despite our best efforts to maintain accountability and provide services to meet his or her identified needs. It is especially disconcerting when the offender's actions result in media attention, suggesting to some that perhaps CSOSA might have done more to prevent the offender from committing the crime. In this case, however, we can easily withstand any public scrutiny, fully confident that CSO Tarekegn and SCSO Cartagena managed the offender appropriately and in full compliance with our established policies and procedures which are based on proven best practices in the field of community supervision.

We manage similar cases every day. Not every offender will decide to become a productive, law-abiding citizen. There is no perfect screener instrument nor are CSOs equipped with crystal balls to predict future behavior. Thankfully, few offenders engage in the type of destructive behavior as the individual in this case. As community corrections professionals, our responsibility is to manage our offenders in accordance with our own strict standards. That done, we can be proud of our efforts.

Paul A. Quander, Jr.
Director

Office of Equal Employment Opportunity

Sometimes Borrowing From Peter To Pay Paul Is the Right Solution

Submitted by Donald Pettaway

It's hardly paranoid to believe that there is workplace discrimination that is so subtle that it is difficult to prove legally. You would be extremely lucky if you found that the intent of an organization's employment policy or practice was to screen out members of your protected group. Prior to a recent Supreme Court ruling, an employee or applicant for employment filing a claim of age discrimination, 40 and older, under the Age Discrimination in Employment Act (ADEA) would have to prove that the employer crafted a policy or practice because it wanted to screen out older workers.

One of the ways that lawyers have been able to flush out discrimination has been to bring what is known as a "disparate impact" case. Rather than having to prove that someone in a position of authority intended to discriminate against the employee bringing the claim, using a disparate impact claim allows groups of employees to show that a particular policy or practice more adversely affects a protected group than a comparable non-protected group of workers. For example, there are a number of cases where African-Americans have been able to show they were adversely affected by a testing or promotional process. Rather than showing that someone administering the test created it for the purpose of screening out African-Americans, those affected could show that the process weeded out African-Americans in numbers disproportionate to their participation in the process. This prevents employers from developing seemingly neutral policies, but nonetheless using them to screen out certain groups of employees.

Race discrimination is evaluated under a different law, Title VII of the Civil Rights Act of 1964, than age discrimination, which is made illegal by the ADEA. One reason why the ADEA is different from Title VII is that it permits an exception for "Reasonable Factors Other than Age" (RFOA). The RFOA exception takes into account that there are factors, which often closely correlate with age, but are not the same as age itself, such as years of experience and seniority. This exception takes into account that unlike with race, age may have "relevance to an individual's capacity to engage in certain types of employment." However, in making the disparate impact theory available for older workers to use, the Court recognized language in both the ADEA (borrowed from Title VII) and its prior Title VII rulings that assumed that disparate impact claims were available. Since these types of cases have been ruled to be permissible under Title VII, and the ADEA's language was similar, the Court reasoned that they should be available under the ADEA as well. In a 5-3 vote, the court ruled that older workers could sue over pay or benefit plans that favor younger employees, *Smith v. City of Jackson*, even if no evidence of deliberate age discrimination existed.

Office of Management & Administration

Unit Updates

Submitted by Arla Scott

Facilities

Facilities congratulates both Bruce Adams and Linda Ellis as they venture into new opportunities within CSOSA. Linda has accepted a position with the Office of Information Technology (OIT) and Bruce accepted a position with the Pretrial Services Agency.

The Building Management team has completed the 2nd Quarter inspections for all CSOSA field sites and Halfway Houses. All facilities were found in good condition with the exception of miscellaneous improvements recommended for building upkeep. This includes painting and carpet replacements at select sites.

Procurement

Procurement in conjunction with CJP, OFM and CSS rolled out the offender token program July 6, 2005. There are 6 CSS Teams in the pilot program that provide offenders with tokens for use on the WMATA Bus/Metro system.

Procurement is working with the Office of Research and Development on the potential requirement for training and development of community coaches for the Agency's Violent Reduction and Prevention Initiative.

Contracting Automated Procurement System 2 (CAPS2), the system for processing and approving all requisitions, and issuing contract awards, was delayed until Fiscal Year 2006. Procurement is working without to identify a contractor to provide technical support for this program.

Procurement staff attended a General Services Administration (GSA) Expo in San Diego, California in May. The Expo provided information on awarding contracts through GSA and upcoming changes in GSA in the Fiscal Year 2006.

Security

The Office of Security would like to welcome Vicky Witherspoon to CSOSA. Vicky is our new Security Specialist for Physical Security and is a welcome addition to the Security family.

The Drug-Free Workplace Program (DFWP) policy for bargaining unit employees was signed by the Director on May 11, 2005. Random drug testing, pursuant to the policy began immediately.

Security and OIT are working on a CSOSA project, which implements the Homeland Security Directive on Personal Identification Verification. An Agency Plan Template was reviewed and comments submitted to the Office of Management and Budget (OMB). A final template and instructions will be released by OMB following the incorporation of comments received from all federal agencies on this draft.

The Hostage Response Plan was completed and submitted to OHR for Union review. It is currently pending Union negotiation before final approval.

Security is undergoing a Personnel Security audit by the Office of Personnel Management. OPM interviewed Personnel Security staff for CSOSA and conducted a case sampling review of CSOSA security files during the month of May.

Finance

The Employee Transit Subsidy Policy was signed on May 10, 2005 with immediate implementation. This policy sets the standard work month of 19 days and no longer requires employees to subtract for annual or sick leave. We encourage all staff that participate in this program to take advantage of the SMARTRIP card. Now with Metrobus accepting the card, it's convenient, secure and easier to manage than multiple Metrocards.

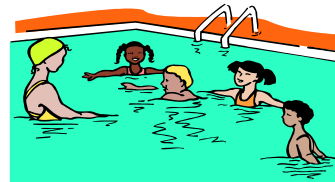
The FY 2005 Mid-year budget reviews took place in early June. Staff assisted program managers in outlining surplus amounts and developing requests for funding initiatives. Fieldwork for the FY 2004 Audit is completed and OFM is in the process of preparing for the FY 2005 audit.

OFM began preparation of the Agency's FY 2007 OMB budget request, due in September 2005. Budget guidance was sent to Operating Plan Managers in mid May to assist them in developing their budget request. OFM received most requests and are working with agency components to gather additional information on their initiatives.

Management & Administration continued

Playing it Safe During the Summer Months

Submitted by Joseph Burns, Director, Office of Security



While we may think of summer as the season for fun, more unintentional childhood deaths and injuries occur between the months of May and August than any other time of the year according to the National SAFE KIDS Campaign.

By implementing the precautions that follow from the National SAFE KIDS Campaign, you can help fill your summer with trips to the pool and not the emergency room!

Backyard Basics

Supervise children, even if they are "only in the backyard".
Make sure all fences and gates are secure and repaired.
Keep tools, including garden tools, out of children's reach.
Bring children inside periodically for plenty of water and rest.
Make sure children use sunscreen of SPF 15 or greater.

Neighborhood Knowledge

Use crosswalks, and remember to look left, right and left again for traffic when crossing the street.
Ensure that neighborhood play areas are free of rusted or broken equipment and dangerous hard surfaces.
Warn children that garages, construction sites, abandoned buildings/cars, railroad tracks, dumpsters, water-fronts, and unsupervised swimming areas are strictly off-limits.

Safety on Wheels

Purchase an approved bicycle helmet for each child, and insist that the helmet be worn correctly every time the child goes for a ride.
Teach your children safe bicycling practices. Have them participate in local bicycle safety events.
Make sure that the bicycle works properly. Check the brakes, gears, tires and reflectors.
Make sure your child's bicycling environment is safe; encourage them to use bicycle paths.
Have your children wear bright-colored clothing so drivers can spot them more easily.

Safe Swimming

Never leave children alone in or near water, even wading pools.
Be aware of undercurrents, waves, and undertows when at the ocean or lake.
Do not let children dive into water unless an adult is present and he or she knows that the depth of the water is greater than 9 feet.

Preventing Falls

Do not let children sit or play in opened or screened windows. Screens can easily give way to a child's weight.
Keep unopened windows locked at all times.

Office of the General Counsel

Survey Says ...

Submitted by Roy Nanovic, OGC

If you happened to be filling out Internal Revenue Service (IRS) forms recently, you might have noticed this statement at the bottom of Form 1040: “BAA For Disclosure, Privacy Act, and Paperwork Reduction Act Notice, see instructions.” If you were curious enough to turn to the instructions, you would have read on page 75 that “... the Paperwork Reduction Act of 1980 require[s] that when we ask you for information we must first tell you our legal right to ask for the information, why we are asking for it, and how it will be used.” The IRS then proceeds to tell you all that and more, including estimated preparation time for completing its various forms and schedules. According to IRS estimates, the total estimated time for completing and filing Form 1040 is 13 hours and 35 minutes (including 2 hrs., 46 min. for recordkeeping; 3 hr., 58 min. for learning about the law or the form; 6 hr., 17 min. for preparing the form, and 34 min. for copying, assembling, and sending the form to the IRS).

You might take some comfort in knowing that the IRS took considerably longer to get its form approved through the Office of Management and Budget (OMB). In accordance with the Paperwork Reduction Act, collections of information from the public must be cleared through the Office of Management and Budget. As defined in OMB regulations (5 C.F.R. § 1320.3), a form is one means of collecting information. The procedure for obtaining OMB clearance can take months.

The Paperwork Reduction Act contains an exception to the requirements for obtaining approval for collection of information in cases involving the disposition of criminal matters. Those CSOSA forms that are filled out by (or for) offenders in the course of their supervision, therefore, do not require approval.

Information that CSOSA might collect from the general public through surveys, questionnaires, or specific forms, however, would not be covered by the criminal justice exception. Surveys or questionnaires could instead be exempt under OMB regulations if they involve facts or opinions obtained or solicited at or in connection with public hearings or meetings.

If a survey or questionnaire does require OMB approval, it will need to meet strict standards of statistical design, including compliance with the Confidential Information Protection and Statistical Efficiency Act of 2002 (CIPSEA). Staff should contact CSOSA’s Office of Research and Evaluation if they plan to use a survey or questionnaire to obtain information from the general public. Please contact Dr. Calvin C. Johnson, 202-220-5332 or calvin.johnson@csosa.gov.



Training and Career Development

Clean Out Your Email Inbox

Submitted by Michelle L. Gaskins - Information Technology Trainer

Have you received a message from the System Administrator telling you that your inbox has exceeded its size limit?

Is it time to clean out your inbox? The answer to that question is "yes" for most people because we all have the tendency to just leave emails in our inbox rather than deleting them or moving the important ones to other folders. It may not sound bad, but before you know it, you can't receive emails because your inbox is too full. Check out the tips below to find out how to organize and clean out your email.

1. First make sure that you don't have any messages with really large attachments. (Hint: you can sort messages by size just by clicking on the size heading (paper clip) in your inbox.)
2. Check the Sent Items folder. Highlight and delete any items that you don't need. Click on view from the menu bar and select Outlook bar.

You may highlight several messages at once, by clicking on the first message, holding the shift key down and then clicking on the last message. That will highlight everything in between.

You may highlight several messages (but not all) by holding the Ctrl key down while you click on the message. This allows you to leave some items unselected.

Now that you've deleted the Sent Items, you will need to empty your Deleted Items folder before space is freed up. You can do this by right-clicking on the Deleted Items folder and choosing Empty Deleted Items.

3. Turn OFF the JOURNAL feature within Outlook. With Outlook open and the Inbox active, select Tools, Options, Journal. In the "double clicking a journal entry" box the only item, checked "opens the journal entry." All other items should be inactive (unchecked) .

4. Set Outlook to "empty deleted items folder upon exiting." With Outlook open and the Inbox active, select Tools, Options, Other. Check the "empty deleted items folder upon exiting" box to manually remove items in the deleted items folder. Then with Outlook open and the Inbox active, select Tools and near bottom of list highlight "Empty Deleted Items Folder".

5. Empty both the Journal and Sent Items folders. Delete manually or drag folder contents into the Deleted Items folder (contents will be deleted upon exiting Outlook). Remember, each time you send mail, a copy goes into the 'Sent Items' folder. You will need to delete the items in this folder on a regular basis.

*Training and Career Development continued***Archiving Email Messages**

If you have lots of messages that you want to keep, but they are taking up too much room, you can use Outlook's AutoArchive feature. You can turn AutoArchive on or off on a folder-by-folder basis, specify how old an item must be to qualify for archival, and where to send it. The archival destination you specify for a folder should be in your network folder if you want your archives backed up. Also, for any folder you can choose to permanently delete old items instead of archiving them.

To set an individual folder's AutoArchive properties, right-click on the folder, choose Properties, click the AutoArchive tab, and implement the settings you prefer. Remember that you'll have to repeat this process for each individual folder you want to archive. Recommended options are:

- ON: Clean out items older than 1 Month
- ON: Move old items to - Z:\Archive.pst
- ON: AutoArchive every 7 days
- ON: Prompt before AutoArchive
- OFF: Delete expired items when AutoArchiving (e-mail folders only)

Retrieving archived items

Items can be retrieved easily after they are archived. First you have to make sure that your Archive folder is available on your folder list. If not, you will have to open it first. Once open the Archive folder will remain open.

Viewing the Archive Folders and their contents

1. From the Menu Bar, click on View
2. Choose Folder List
3. If the Archive folder is already open, you should see it at the top of the folder list. If this is not so, skip to the instructions below.
4. Double-click on the words Archive Folders to expand the selection.
5. Click on the folder you would like to see items for and the items will appear on the right hand side of the screen. The Archive folder is unlimited in its storage capacity.



COMMUNITY SUPERVISION SERVICES

DOMESTIC VIOLENCE SANCTIONS / INTERVENTION INITIATIVE

SUBMITTED BY VALERIE COLLINS

CSOSA has entered into a partnership with the Metropolitan Police Department to address the issue of domestic violence in our community. Domestic Violence is a crime that has serious effects on families and intimate relationships. Offenders are placed on supervision for domestic violence offenses such as Simple Assault, Threats, Destruction of Property and Stalking. Domestic violence has been identified as a serious problem with our offender population. Rearrest for domestic violence occurs in all the branches at a disproportionate rate to other offenses. In an effort to address this issue, the Domestic Violence Sanctions/Intervention Initiative was implemented.

The idea for the Domestic Violence Sanctions/Intervention Initiative began after Commander Robin Hoey, of the Metropolitan Police Department Sixth District, reported at several of his weekly Information Sharing Meetings that there had been an increase in officers responding to domestic violence calls. CSOSA identified a target group of offenders from Branch IIB (General Supervision) and Branch IV (Domestic Violence) who had a rearrest within the past 90 days for domestic violence, were non-compliant with domestic violence or other violence reduction treatment or had other technical violations and needed intervention for assaultive/aggressive behavior to participate in the initiative.

On June 29, 2005, forty offenders were ordered to report for the first Sanctions/Interventions Meeting. The meeting was held at the Sixth District Station. The focus was to educate offenders about the Mandatory Arrest Law and to emphasize to them that there is zero tolerance for domestic violence in the District of Columbia. During the meeting they were provided with education on what domestic violence is. The issue of power and control in relationships, and the impact of the many forms of abuse other than physical violence were discussed. Interventions were also presented to provide the offender with tactics that can be used to change abusive behavior (identifying cues to violence and developing a safety plan). The meeting room was filled to capacity, offenders having taken seriously the instruction to report to the mandatory meeting.

The presentations were informative and dynamic. Presenters included Commander Hoey and Officer Wells of the Sixth District; United States Attorney Kenneth Wainstein and Kelly Higashi, Chief of the USAO Sex Offense Domestic Violence Section, CSOSA Director Paul Quander, and Branch Chiefs Valerie Collins and John Milam. SCSOs Regina Scurggs and John-Patrick Ifedi, and CSOs Mark Williams and Robert Williams also facilitated part of the meeting. Community Relations Specialist Lawrence Jordan provided assistance with the implementation of the Initiative. Several CSOs from Branch IIB and Branch IV were also present, further demonstrating the importance of the initiative to the offenders.

This was an effective sanction and intervention with Branch IIB and Branch IV in partnership with MPD and the U.S. Attorney's Office. The Initiative will be implemented within all the police districts. The next Domestic Violence Sanctions/Intervention Meeting will be held in collaboration with the Fourth District. It is scheduled for Thursday, August 4, 2005 from 6:30 to 8:00 pm, at the Fourth District Police Station, 6001 Georgia Avenue, NW.

Community Justice Programs

CSOSA's Community Services Program Yields Success in Ward-8 /Seventh District

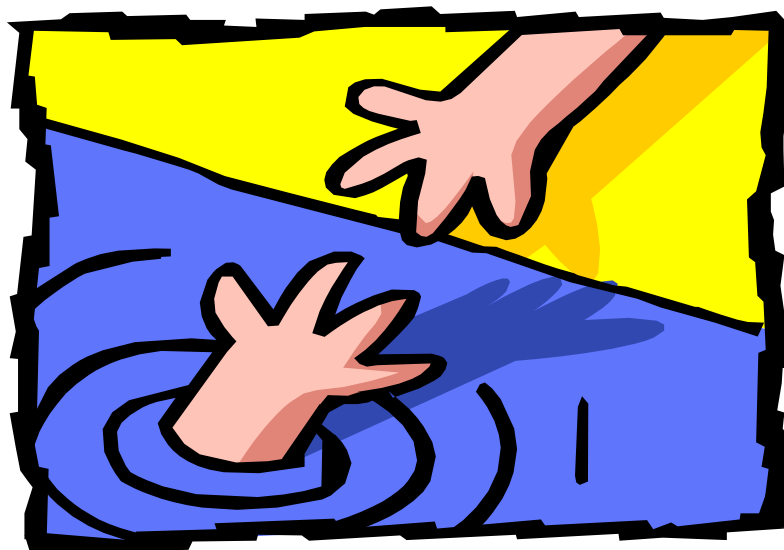
Submitted by Greg Thomas, Community Justice Programs

CSOSA's Community Service Program restores the loss suffered by the community as a result of criminal behavior and can equip offenders with the skills needed to successfully re-enter the community. In its programming CSOSA, places offenders with appropriate governmental and non-profit entities to complete community services hours. By building partnerships with community agencies and representatives, CSOSA is able to establish avenues by which offenders can give back to the community. To that end, there is always an ongoing need for sites where offenders can perform community services activities.

Spotlight on the Advisory Neighborhood Commissioners

One example of a community group benefiting from our program is the Advisory Neighborhood Commission (ANC). ANC Commissioners are elected by members of their communities to represent their positions and recommendations on issues to various District government agencies. One of the many responsibilities that ANCs have is to hold monthly meetings to keep their constituents informed about issues ranging from public safety concerns to quality of life matters.

In Ward-8 / Seventh Police District, several ANCs collaborate with CSOSA's community service program. Every Saturday, CSOSA staff, ANC Commissioners and offenders assemble at pre-determined locations to disseminate flyers throughout the neighborhood announcing upcoming community meetings. This successful collaboration has increased the community's attendance at ANC meetings, insuring more members of the community are informed about critical issues that affect them.



Reprinted Courtesy of Insites Magazine

CSOSA Helps Ex-Offenders in DC

By Sharon Samber



The officials at the Court Services and Offender Supervision Agency (CSOSA) in Washington, DC, know they are better funded than most community corrections agencies. They have taken their good fortune and organized myriad programs to serve ex-offenders and improve reentry initiatives in communities throughout the nation's capital.

An independent executive branch agency of the federal government, CSOSA provides supervisory and treatment services to more than 26,000 individuals on pretrial release, probation, and parole. CSOSA has a lot of support in the community thanks to the groundwork it lays by working with community leaders and ensuring that the community understands what CSOSA does. A community relations team goes door-to-door explaining CSOSA's mission, attends community meetings, and makes CSOSA representatives available. The investment in the team "has paid off tremendously," said CSOSA's Associate Director Cedric Hendricks.

A visit to a CSOSA field office and a nearby resource center reveals how CSOSA keeps itself rooted in the community. The offices are in the neighborhoods where the ex-offenders live. Community supervision officers (CSOs), who have caseloads of approximately 50 clients and work in special teams, go on "accountability tours" during which they ride along with police officers to do home visits.

"We have an extremely dedicated staff motivated to assisting offenders to reestablishing themselves in the community as law abiding members," said Tom Williams, Associate Director for Community Supervision Services.

But motivation is a tough issue for a lot of ex-offenders. About 40 percent of his clients want to get a job and keep it from the beginning, but others need to be shown how their lives can improve if they participate in programs, said CSO Floyd Jackson. The Vocational Opportunities Training and Education/Employment Unit, for example, provides educational, vocational, training, and referral services to offenders under CSOSA supervision. At the center, ex-offenders can take computer, literacy, and GED classes and get counseling or job-training assistance.

Keith Hankins, age 26, has been in the program for 5 months and is working toward his GED. He takes two buses to get to the center and says his family is supportive. After 10 months in a DC jail, Hankins seems to like the classroom setting. "I needed this in my life," he said.

Darrell Warren just started the program, although he has been out of the prison system for 3 years. He has worked odd jobs but says he needs to work on his reading skills and ultimately get a GED. He wants his life to be more stable, and he plans to get married this summer.

For some, the faith community was instrumental in changing their lives. Albert Farmer went through job-training and mentoring programs at a church, and now he mentors other ex-offenders. The spiritual foundation that the church provided was important and helped him help himself, Farmer said. "In my moment of despair, they opened the door," he said.

Insites continued

Recognizing the power of faith institutions, CSOSA started the CSOSA/Faith Community Partnership several years ago. More than 40 interdenominational faith institutions throughout the city belong to the partnership. Its mentoring program has trained more than 200 mentors, and over 100 offenders have been placed. The partnership also refers offenders to a network of faith-based support services, including job training, transitional housing, substance abuse counseling, and family support.

CSOSA also provides comprehensive assessment and treatment services for substance-abusing probationers and parolees. Clients who are involved with drugs are evaluated through individualized assessment inventories and are subsequently placed in a variety of rehabilitative settings. These include residential and intensive outpatient treatment programs, continued drug surveillance monitoring, and other specialized assessment and treatment services delivered within the context of a sanctions-based case management process.

"Part of the concurrent goals of treatment and supervision is holding offenders accountable for their actions," said Williams. "CSOSA has a large percentage of its caseload in very high levels of supervision. Frequent contact and drug testing along with the efficient and swift imposition of intermediate sanctions sends a message that CSOSA takes its public safety mission seriously," he said.

CSOSA Employees Recipients of Awards

Submitted by Robert Murphy

The Metropolitan Police Department (MPD) honored three CSOSA employees with awards at the First District's Seventeenth Annual Awards Banquet. Lisa Silor, Community Supervision Officer, and Michael Bonds, Community Relations Specialist, were given the Commander's Outstanding Performance Award for their work with the MPD and the community in the First District. The Office of Security's Carol Holloway was the recipient of the Community Service Award, selected by the Awards Program Committee.

The Awards Banquet was held on Friday, June 3, 2005 at Bolling Air Force Base Officers Club with close to 300 people in attendance. Lisa Silor and Michael Bonds were the only non-MPD employees to receive the Outstanding Performance Award and both expressed surprise at this very nice recognition for their efforts. Lisa's brought her whole family to the dinner and Michael said, "this is definitely an honor." Mayor Williams sent each a congratulatory e-mail message.

Carol Holloway was sited for her work with Concerns of Police Survivors, the group that put on the children's Christmas party highlighted in the last Newslink. CSOSA congratulates all three for their great work.

Speech By Deputy Assistant Attorney General Lauds CSOSA Efforts to Hire Offenders

Submitted by Leonard Sipes

Cheri Nolan, Deputy Assistant Attorney General of the Office of Justice Programs (OJP) delivered a speech to the Transitional Jobs Conference on May 5 in Washington, D.C. The speech lauded CSOSA's efforts to place offenders in jobs. She will be delivering this speech at reentry meetings and conferences throughout the country.

Ms. Nolan's speechwriter had read about CSOSA in local media reports and contacted the Public Affairs office for additional information. With the able assistance of Traquel Butler and Christine Keels from the VOTEE Program, we submitted a list of offenders doing well in employment. We also included employers who were strong supporters of CSOSA's efforts.

The speechwriter was so impressed with the list of employee and employer success stories that they asked many of those cited to be present for the Washington, D.C. speech. A number of current and former offenders and employers were present.

OJP personnel were very complementary of CSOSA and it's network of caring professionals and learning labs. It's their intention to partner with CSOSA in the future as the Department of Justice further explores reentry and employment. The full text of the speech can be found on the CSOSA website.



Offender "Toni Rhones", Cheri Nolan, and Treatment Provider Yolanda Bland



Traquel N. Butler & Cheri Nolan



Offender Guy Burton, and Jesus Hidalgo, HR Director Miller & Long Concrete Construction

Fifth Annual Taste of CSOSA 2005

Photographs by Mary Anderson



Entrees

First Place: Tiffany Kirkland - Sticky Wings

Second Place: Freddie Burnette - NC Smoked Minced Turkey BBQ

Third Place (5-Way Tie):

D'Neen Ross - Arkansas Corn Pudding

Gladys Dorgett - Chicken and Shrimp

Eric Burgess - Chicken Enchiladas

Kim Barry - Curry Chicken

John Jones - Cool Johnny's Pork Surprise

Desserts

First Place: Lisa Silor - White Chocolate Cheese Cake w/Raspberry Sauce **Second Place:** Ericka Law -

Cheese Cake **Third Place:** Reyna Cartagena - Bread Pudding

People's Choice Award

Side: Sticky Wings **Entree:** NC Smoked Minced Turkey BBQ **Dessert:** White Chocolate Cheese Cake



Director Quander and Tiffany Kirkland

Complete photograph album of the event can be found on CSOSAWEB

CSOSA/PSA SPORTING TIMES

CSOSA Beats PSA 21-14

Submitted by Mark Collins, CSO

After weeks of pre-game trash talk in every form imaginable – face-to-face, telephone and e-mail – Court Services and Offender Supervision Agency (CSOSA) and Pretrial Services Agency (PSA) finally went head-to-head in flag football Sunday, April 24, 2005 at Randall Field in Southwest. With bragging rights on the line, the 8-on-8 contest lived up to the hype as the sister agencies battled for 60 minutes on the gridiron. When all was said and done, CSOSA was victorious, 21-14 in the first of many more meetings between the two squads.

With just eight players dressed (CSO Mark Collins, DTT Mike Craig, CSO James McNair, CSO Anthony Taylor, CSO Jeffrey Barlow, CSO Darek Thomas, CSO Mark Williams and Jason Jones-security), CSOSA had to play both offense and defense just like back in grade school, while PSA had the benefit of substitutes, as at least 15 players showed up for the outing.

However, on this day, CSOSA proved that strength in numbers is no match for teamwork, as it shutout PSA 14-0 in the first half.

Darek Thomas was superb at quarterback, calling the right plays at the right times, keeping PSA's defense off balance. However, it was a play designed by Mark Williams that put CSOSA on the board first.

After Anthony Taylor recovered a PSA fumbled snap, CSOSA got control of the ball at about mid-field. In the huddle, Williams, playing the tight end position, suggested that two receivers line up with him on the left side of the field and run similar routes to the end zone. Thomas agreed with the play call and it paid off, as he hit Williams in the end zone on a perfect pass to put CSOSA up 7-0.

Thomas later proved that he could run the ball as well, as he called his own number and rumbled in for CSOSA's second touchdown of the day right before the half.

Although they went into halftime with a 14-0 lead, the undermanned CSOSA squad encouraged each other not to let up, as they figured PSA would come out gunning in the second half. CSOSA's notion was right, as PSA scored early on a touchdown strike to PSO Steven Stoney to bring PSA within a touchdown.

Trailing just 14-7 late in the game, PSA became more aggressive defensively, in an attempt to force CSOSA to turnover the football. But Thomas remained poised under pressure and connected with Anthony McNair in the back of the end zone to give CSOSA a 21-7 lead. In desperation, PSA argued the call, but the touchdown stood. With just minutes remaining, PSA refused to roll over. Athletic wideout Mark Davis-McCrary (formerly of PSA; now employed with CSOSA) beat Jason Jones in single coverage on a touchdown pass from PSO Orlando Gholson with about two minutes left in the game.

However, the touchdown was not enough as CSOSA escaped with the narrow 21-14 victory. Scheduling of the next game between the squads is in the beginning stages. There is even some talk of a future basketball game between the two agencies. We'll keep you posted.

Asian Pacific American Heritage – 2005 Special Observances

Submitted by Robert Murphy

CSOSA and PSA joined together on May 19th to celebrate Asian Pacific American Heritage Month with a highly educational and entertaining program. Included in the audience was a group of students from Ketcham Elementary School.

Opening remarks were made by Mr. Roy Nanovic of the office of the General Counsel, who should be credited for organizing most of the program. Roy then introduced the guest speaker for the event, Ms. Prachi Dalal. Ms. Dalal is a museum educator with the Freer Gallery of Art and the Arthur M. Sackler Gallery at the Smithsonian Institution. Her remarks centered around her participation in the “Chola Project,” a museum program that introduced famous South Indian bronze sculptures to students here in the Washington metropolitan area. Ms. Dalal also went on to explain some of the symbolic meanings that the sculptures represent and their importance to the Hindu world.

The second part of the program was an explanation and demonstration of classical Indian dance called Bharatanatyam. Ms. Janaki Rangarajan gave the performance with assistance from Ms. Nritya Niketan. Ms. Rangarajan explained the importance of the hands, arms and facial expression to the meaning of the dance and then gave the audience a thoroughly enjoyable demonstration.

The closing remarks for the program were provided by Mr. Sunil, PSA IT Policy Manager and CSOSA Director, Paul Quander, who noted that these special event, “open up our minds to what the world has to offer.” By this time the delicious smell of Indian curry had filled the room and the attendees enjoyed a luncheon of indigenous foods.



Prachi Dalal



Roy Nanovic



Janaki Rangarajan

Bullying in the Workplace Conference

Submitted by Robert Murphy



On April 13th, CSOSA held an all day conference focusing on the emerging issue of bullying in the workplace. The conference was held at the Charles Sumner School Museum and Archives and was attended by a large gathering of CSOSA staff. Recently, there has been a good deal of media focus on the issue of bullying in the classroom but similar negative environments can be found in the workplace. The conference was presented as part of National Crime Victims' Rights Week.

"Bullying is a compulsive need to displace aggression and is achieved by the expression of inadequacy (social, personal, interpersonal, behavioral, professional) by projection of that inadequacy onto others through control and subjugation (criticism, exclusion, isolation etc). Bullying is sustained by abdication of responsibility (denial, counter-accusation, pretence of victim hood) and perpetuated by a climate of fear, ignorance, indifference, silence, denial, disbelief, deception, evasion of accountability, tolerance and reward." (Tim Field, 1999.)

The morning keynote speaker was Mr. Art Jackson, a recognized expert in the areas of performance improvement through leadership, team building, diversity and inclusion and interpersonal skills. He noted workplace violence means more than just physical violence; it includes threats, coercion and emotional abuse.

Other outside speakers at the event included Mary Tyler, with the Office of Personnel Management, and Daniel Willerth, U.S. Postal Services. Both stressed the importance that management in federal agencies now puts on appropriate behavior in the workplace.

Five warning signs that employees should look for amongst their co-workers as signals that violence could result are:

They say they have been treated unfairly.

They say they're being forced to wait for something (a promotion, raise).

They show signs of mental instability

They begin to isolate themselves, are thought of as a loner.

They have recently been disciplined for something.



Director Quander & Conference Speakers

Warrant Service a Priority for Director Williams

Submitted by Leonard Sipes

Branch Chief Jody Tracey and SCSO Ronald Jackson instituted a series of joint warrant service activities with the MPD in northeast D.C. Jody and Ron got together with MPD staff in the Fifth District and suggested they focus on CSOSA warrants. CSOSA staff would be willing to accompany officers during service. On July 28, they set out at 5:30 a.m. for the latest warrant service event. Associate Director Tom Williams joined them.

“We need to do more of this throughout the city,” said Williams. “We need to make sure that as many violators as possible are removed from the community before they harm others. We are all willing to work with struggling offenders through the quick application of sanctions. But offenders with outstanding warrants have disregarded their responsibilities and need to be brought to justice.

“Warrant service also enhances the safety of the MPD officers,” states Tracey. “Whether or not the warrant actually gets served, they are now aware that that address is connected to a wanted person.”

Tracey adds that the many officers are enthusiastic partners in the process of serving warrants. “It’s a rewarding process,” she states. “One of the key components of the partnership is the sharing of intelligence and information. This takes the process one step further. It was clear that the officers were appreciative of our presence. It adds to the partnership and cements our relationship.”

This was the third effort to jointly serve warrants with officers from the Fifth District.

These events complement the everyday exchange of information that takes place throughout the city with all CSOSA personnel. It’s also interesting to note that approximately 300 warrants were served in our field offices by MPD and the U.S. Marshall’s Office during the first six months of this year.

The warrant service conducted on July 28 targeted 21 addresses in and around the Edgewood apartment complex in PSA 501. There are constant acts of violence in and around the apartments. There was a shooting the night before. Residents wanted action.

Tracey reports that citizens witnessing the warrant service were appreciative. “We received quite a few favorable comments from residents,” she said. “It was obvious that they appreciated seeing CSOSA officers and MPD conducting joint operations.”

A total of four people were arrested. One gun was recovered. Two juveniles were arrested with the gun. The U.S. Marshall’s office participated in the arrest of a juvenile on a warrant for failure to appear. One mental health probationer was apprehended.

MPD officers fully support warrant efforts. “They want to serve our warrants,” Branch Chief Tracey states. “We feel a sense of urgency about removing some violators. Our encouragement and our willingness to be on the street with them further that sense of cooperation.”

“Public safety is central to our mission,” states Williams. We have the best community supervision staff in the country. They give offenders every opportunity to improve their lives. But all of us agree that violators need to be held accountable”.

EMPLOYEE FOCUS

CONGRATULATIONS Elba !

Submitted by Sherry Harrison, HR Specialist, OHR

Join us in congratulating Elba Gonzalez, who has been selected as the Agency's Hispanic Employment Program Manager (HEPM).

Elba has been employed with CSOSA as a Community Relations Specialist in the Office of Community Justice Programs since February 10, 2002. In that capacity, she has coordinated and facilitated mass orientations for newly released offenders and specifically for Hispanic Offenders.

Elba's previous work experience includes: serving as the liaison between the Alcohol and Drug Abuse Services Administration and the District's Latino community; serving as a member of the Mayor's Alcohol and Drug Abuse Advisory Committee and on the planning committee for the "Comprehensive Health Plan for the District of Columbia Latino Community" where she conducted needs assessments and evaluated and examined health services specifically related to substance abuse among Latinos.

In addition, Elba has participated in various community activities, namely the Metropolitan Police Department Latino Advisory Council, Policing for Prevention Partnership Advisory Counsel, the 3rd & 4th Districts Orange Hat Patrol and the Bell Multicultural High School Law Enforcement Advisory Committee.

As the HEPM Manager, Elba will be assisting the EEO Office in identifying barriers that may impede the selection and/or advancement of the Agency's Hispanic employees. She will also be assisting OHR in developing recruiting strategies to increase the representation of our Hispanic employee population.

We congratulate Elba again and know she will do an excellent job.



SERVICE MILESTONES

MARCH 2005

35 years
Melvena Boykins (CJP)

APRIL 2005

5 years
Wright, Eric (M&A)

15 years
Ghebeles, Timothy (IT)
Fowler, John (CSS)
Coleman, Brian (CSS)
Covington, Sylvia (CSS)

20 years
Robinson, Angelia (IT)

25 years
Stewart, Brenda (CSS)

MAY 2005

5 years
Parker, Wil (CJP)
Keels, Christine (CJP)
Walker, Thomas (OHR)
Cole, Aprille (CSS)
Dick, Kevin (CSS)
Downing, Kimberly (CSS)
Mejia, Rosmery (CSS)
Wallace, ZeNisha (CSS)
Carter, Rodney (CSS)
Miller, Derrick (CSS)
Adams-Robinson, Lisa (CSS)

MAY 2005

15 years
Shelton, Melissa (CSS)

25 years
Smith, James (OPR)
Hunt, Sondra (CJP)

30 years
Matthews Beck, Barbara (EEO)

JUNE 2005

5 years
Groves, Gene (CJP)
Frames, Kyra (CSS)
Hampstead, Carla (CSS)

15 years
Wright, Lawanda (CSS)
Jerome, Marie (CSS)

25 years
Jackson, Sharon (CSS)
Hardy, Jerry (CSS)

Birthdays

Kim Smith April 13

Jeff Walker April 24

Harry Furr June 6th



**COURT SERVICES AND OFFENDER SUPERVISION AGENCY
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