Central Intelligence Agency



13 August 2007

Mr. Danny K. Davis
Committee on Oversight
and Government Reform
2157 Rayburn House Office Building
Washington DC 20515-6143

Dear Mr. Davis:

Subject: Notification Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act)

Enclosed is the Central Intelligence Agency's Annual Report for the Fiscal Years 2002-2006 as required by the No FEAR Act:

Tab A. Executive Summary

Tab B. Annual Report for 2002-2006

Tab C. EEOC Form 462 for 2002-2006

Tab D. Discipline and Accountability Policy

Tab E. Agency's Zero Tolerance and Harassment Policy

If you need additional information, please contact	CIA's
Office of Equal Employment Opportunity at	(b)(3)
Gingoroly	

Sincerely,	
	(b)(6)

Michael J. Morell Associate Deputy Director

Enclosures:

As stated

Mr. Danny K. Davis

Distribution:

Original: Addressee

Copy: President Pro Tempore of the Senator

Speaker of the House

Chairman Select Committee on Intelligence

Vice Chairman Select Committee on

Intelligence

Chairman House Permanent Select Committee on

Intelligence

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Chairman, Senate Committee on Homeland

Security and Governmental Affairs

Ranking Member, Senate Committee on Homeland

Security and Governmental Affairs

Equal Opportunity Commission

Attorney General, Department of Justice.

Mr. Danny K. Davis

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Central Intelligence Agency

Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

Annual Report 2002-2006

No FEAR Act's Annual Report for Fiscal Years 2002-2006 Executive Summary

The No FEAR Act, signed by President George W. Bush on 15 May 2002, is intended to reduce the incidence of workplace discrimination within the Federal Government by making agencies and departments more accountable. Section 203 of the No FEAR Act specifically requires, not later than 180 days after the end of each fiscal year, each Federal agency to submit to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Equal Employment Opportunity Commission, and the Attorney General an annual report with specific information relating to each agency's Equal Employment Opportunity (EEO) complaints activity. The Central Intelligence Agency (CIA or Agency) fully endorses, and intends to comply with, the intent of the No FEAR Act and in accordance submits its annual report for the fiscal years (FY) 2002- 2006.

The CIA adheres to the provisions of Federal EEO laws and regulations to provide equal opportunity in employment for all persons; to prohibit discrimination on the basis of federally-protected categories—that is, age (40 and over), color, disability, national origin, race, religion, sex, and reprisal for opposing employment discrimination and/or for participating in the EEO process—and on the basis of other categories, such as sexual orientation, marital status, status as a parent, and political affiliation as protected by Executive Order or written Agency policy; and to promote the full realization of EEO.¹

Over the last several years, the Agency has had relatively few formal complaints, which CIA leadership believes reflects the emphasis that CIA has placed on EEO/Diversity policies and practices. In 2005, the Agency's formal complaint number rose slightly to 21 complaints, but over the last five years the number of complaints has remained consistently around 12 to 15 formal complaints a year. Based on industry

¹ The No FEAR Act is codified in the Merit Systems Protection Act (MSPA). Pursuant to 5 U.S.C. § 2302(a) (2) (C), the Agency is exempted from the MSPA. Nevertheless, the Agency is subject to certain provisions of law specified in section 202 of the No Fear Act found under Section 2302(d) of the MSPA. These include the Civil Rights Act of 1964, the Age Discrimination Act of 1967, the Fair Labor Standards Act of 1938, the Rehabilitation Act of 1973, and all other applicable law, rule or regulation prohibiting discrimination on the basis of marital status or political affiliation. The Agency, however, is not subject to section 2302(b) whistleblower statutes based on its exemption.

² Based on anecdotal evidence, the slight rise in 2005 is likely due to the significant administration and reorganization changes that took place that particular year at the CIA.

standards, less than 30 formal complaints per year is considered extremely low for any mid to large size Federal agency. The Agency believes this success rate is based on several factors.

First, the Agency has made a commitment from the highest level of management with regard to EEO and Diversity. For the last five years, the CIA has divided the EEO and Diversity functions into separate offices. After a review of this decision in FY 2006, the Agency opted to continue to operate separate offices for Diversity and EEO programs. This division allows the Agency to focus senior level attention on both EEO and Diversity issues. The Director of OEEO and the Special Assistant to the DCI for DPP both report to the Director of the CIA and serve as advisors on various senior–level boards. This allows the Agency's senior leadership to profit from expert EEO and Diversity advice, which in turn minimizes the risk of implementing programs that are likely to elicit EEO complaints.

Second, the CIA has taken a pro-active approach with regard to identifying and eliminating barriers that typically lead to EEO complaints. In FY 2002 -2006, the Agency implemented several programs that promoted workforce inclusiveness and appreciation for cultural and individual differences. These programs included: the Diversity Leadership Speakers Series, the development of a number of EEO/Diversity workshops, training for managers who supervise disabled employees, and engagement with senior leadership by DPP and OEEO staffs on various EEO and Diversity programs.

Third, the Agency believes that EEO training provided to the workforce has also contributed to a lower number of formal EEO complaints. Sex, Reprisal, and Age continue to be the leading bases for the CIA's EEO complaints. Consequently, these issues are specifically addressed in CIA's EEO training. All new employees receive training on their rights and responsibilities with respect to EEO/Diversity issues during orientation. CIA also incorporates EEO/Diversity topics into all first-line supervisor and mid-management leadership classes. In FY 2008, the CIA intends to extend EEO/Diversity training to its senior leadership classes. Since the early 1990s, the Agency has provided harassment workshops for its employees. While these workshops will be continued for new employees, the Agency is currently engaged in developing an on-line EEO and harassment training module that will be offered to the workforce at-large. This initiative initially was scheduled to be released in FY 2007; however, due to technical difficulties this initiative will now be implemented in FY 2008. The on-line system will allow the Agency to track employees to ensure the course is taken every two years as required by the No FEAR Act. In addition, the Agency plans to create an EEO conference training center which will allow the Agency to offer more EEO training courses for managers and a disability assessment center that will allow disabled employees the ability to experience the new technology and software that is now available. All of these initiatives are aimed at having a more educated workforce on EEO/Diversity issues, which will help the Agency continue its success in having a low number of formal complaints.

Finally, the Agency believes that early intervention has played a significant role in the Agency's low number of formal complaints. For several years the Agency has instituted a policy of "Advice Onlys." This is an opportunity for an employee to seek advice from the OEEO staff without officially being in the EEO process. Employees are clearly notified that "Advice Onlys" do not trigger the official EEO process and therefore do not stop the 45 day time requirement to contact an EEO counselor required by the Equal Employment Opportunity Commission (EEOC). Employees must complete an "Intent to Begin Processing" form to officially enter the EEO process. The concept of "Advice Onlys" has prompted employees to seek EEO advice sooner, which places the employee in a better position to favorably resolve a case without it reaching the formal complaint stage. In addition, the training that CIA provides to management has resulted in managers seeking OEEO guidance issues rather than making uneducated and rash decisions. Again, this type of interaction with management places the CIA in a better position to avoid issues that lead to litigation.

For those employees who have filed a formal complaint, the CIA OEEO has worked hard to ensure that their complaints are handled expeditiously. In 2003, CIA OEEO instituted internal time deadlines to ensure that the EEOC's timelines were met. In 2003, the number of pending complaints where investigations exceeded required timeframes dropped from 11 to 3. In FY 2006, there were no complaints that exceeded required time frames.

For FY 2002-2006, there were no employees that were disciplined based upon a finding of discrimination resulting from an EEO complaint. The Agency believes this is due to early resolution of complaints and the EEO training that management has received. The Agency, however, does have a Zero Tolerance Harassment policy. This policy is intended to hold employees to a higher standard than required by law. Thus, the Agency has disciplined employees for violating the CIA's Zero Tolerance Policy. In FY 2002 9 employees were disciplined; in FY 2003 14 employees were disciplined, in FY 2004 16 employees were disciplined; in FY 2005 20 employees were disciplined; and in FY 2006 8 employees were disciplined. The discipline ranged from oral warnings to dismissals. It is Agency policy for management to consult with CIA OEEO on such cases to ensure equitable and consistent treatment across the Agency.

For FY 2002-2006, there				
finding of discrimination. During	g this time period	d, we had the follo	wing monetary	
settlements: in FY 2002 1 settler	ment	in FY 2003 no set	tlements; in FY 2004	(b)
6 settlemen <u>ts</u>	in FY 2005 1 sett	lement	and in FY 2006 3	
settlements				(b)(

Although CIA's complaint data is favorable, the Agency continually seeks to improve in the areas of EEO, Diversity, and complaint processing. Since 1993, the Agency conducted Employee Opinion Surveys every two years. These surveys included EEO/Diversity issues so that the Agency is aware of the workforce's views. Since December 2000, the Agency has conducted mandatory on-line exit surveys for employees who are resigning or retiring. The exit surveys again give the retiring workforce an

(3)

opportunity to voice any EEO/Diversity concerns and provide suggestions. In 2005, CIA OEEO surveyed the workforce specifically on EEO and EEO processing issues. CIA OEEO intends to repeat this survey every three to five years.

The CIA takes seriously discrimination and harassment	vits responsibility to provide a workplace that is free from and will continue to seek ways to improve in the area of	
EEO and diversity.		(b)(6)
	Michael J. Morell	

CENTRAL INTELLIGENCE AGENCY NO FEAR REPORT FY 02 THROUGH FY 06

	Comparative Data						
Complaint Activity	Previous Fiscal Year Data						
	2002	2003	2004	2005	2006		
Number of Complaints Filed	15	13	14	21	12		
Number of Complainants	13	12	14	21	12		
Repeat Filers	2	1	0	3	1		

Complaints by Basis			arative C				
	Previous Fiscal Year Data						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006		
Race	3	4	0	7	1		
Color	0	0	3	1	<u></u>		
Religion	2	0	2	3	1		
Reprisal	9	4	2	8	3		
Sex	7	6	7	11	5		
National Origin	1	2	3	1	1		
Equal Pay Act	. 0	0	ō	0	0		
Age	3	5	5	6	5		
Disability	5	1	0	1	5		
Non-EEO	0	0	0	0			

Complaints by Issue	Comparative Data					
		Previous	Fiscal Ye	ar Data		
Note: Complaints can be	ŀ			7		
filed alleging multiple		:	1			
issues. The sum of the	2002	2003	2004	2005	2006	
issues may not equal			ļ			
total complaints filed .						
Appointment/Hire	1	3	1	1		
Assignment of Duties	0	1	1	4		
Awards	0	0	0	1		
Conversion to Full-time	0	0	0	0		
Disciplinary Action						
Demotion	1	2	0	0	- (
Reprimand	6	1	2	0	- (
Removal	1	0	0	1	. (
Suspension	1	0	1	0		
Other	0	0	0	Ö		
Duty Hours	0	1	0	ó	(
Evaluation Appraisal	3	1	1	2	(
Examination/Test	0	0	0	o		
Harassment						
Non-Sexual	7	7	4	4	8	
Sexual	2	0	0	2		
Medical Examination	0	0	o	ō		
Pay (Including Overtime)	0	0	0	0		
Promotion/Non-Selection	6	4	2	7		
Reassignment						
Denied	0	1	1	0		
Directed	0	0	0	3		
Reasonable Accommodation	0	0	ō	o		
Reinstatement	0	0	0	0	(
Retirement	0	0	0	0		
Termination	1	Ö	2	2		
Terms/Conditions of	3	3	4	4		
Employment		7]	7	,	
Time and Attendance	0	0	0	0		
Training	0	2	0	0		
Other	0	0	0	0	(

	Comparative Data Previous Fiscal Year Data						
Processing Time	2002	2003	2004	2005	2006		
Complaints pending during fiscal year							
Average number of days in investigation stage	126	153	71	112	145		

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No Fear Act) Pub L. 107-174

CENTRAL INTELLIGENCE AGENCY NO FEAR REPORT FY 02 THROUGH FY 06

Complaint pending during							
fiscal year where hearing was							
requested							
Average number of days		}	į				
in investigation stage	444	950	826	758	657		
Complaint pending during							
fiscal year where hearing was							
not requested							
Average number of days				ļ			
in investigation stage	258	179	259	230	254		

Complaints Dismissed by Agency	Comparative Data Previous Fiscal Year Data						
	2002	2003	2004	2005	2006		
Total Complaints Dismissed by Agency	2	4	8	5	4		
Average days pending prior to dismissal	33	34	59	31	63		
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	2	1	0	1	2		

Pending Complaints Filed in Previous Fiscal Years	Comparative Data Previous Fiscal Year Data					
by Status	2002	2003	2004	2005	2006	
Total complaints from previous Fiscal Years	13	18	12	13	4	
Total Complainants	25	25	18	20	4	
Number complaints pending	9					
Investigation	5	3	5	11	6	
Hearing	16	20	12	6	3	
Final Action	4	2	1	3	2	
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	

Complaint Investigations	Comparative Data Previous Fiscal Year Data				
	2002	2003	2004	2005	2006
Pending Complaints Where Investigations Exceeds Required Time Frames	11	3	1	4	0

Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No Fear Act) Pub L. 107-174

Approved for Release: 2022/03/31 C06803265 Approved for Release: 2022/03/31 C06803265

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2006

	LAINT COUNSELING

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TEO COUNCELOR		
EEÖ COUNSELOR	OUNSELINGS	INDIVIDUALS
Ī		
A. TOTAL COMPLETED/ENDED COUNSELINGS	21	21
		44
1 COUNSELED WITHIN 30 DAYS	11	11
	10	10
2. COUNSELED WITHIN 31 TO 90 DAYS	10	
a COUNSELED WITHIN WRITTEN EXTENSION	8	8
PERIOD NO LONGER THAN 60 DAYS		
b COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	2	2
3 COUNSELED BEYOND 90 DAYS	0	0
3 COONSELED BETOND SO DITTO		
4 COUNSELED DUE TO REMANDS	0	0
THE CONC.	100	77
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	COUNSELINGS	INDIVIDUALS
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1 COUNSELED WITHIN 30 DAYS	0	0
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2 COUNSELED WITHIN 31 TO 90 DAYS		
a COUNSELED WITHIN WRITTEN EXTENSION	0	0
PERIOD NO LONGER THAN 60 DAYS b COUNSELED WITHIN 90 DAYS WHERE		
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	21	21
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COUNSELED WITHIN 30 DAYS	 '-'	
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PERIOD NO LONGER THAN 60 DAYS	8	8
b. COUNSELED WITHIN 90 DAYS WHERE		
INDIVIDUAL PARTICIPATED IN ADR	2	2
3 COUNSELED BEYOND 90 DAYS	0	0
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EEOC FORM 46Z (REVISED JUNE 2000)

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ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2006

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

								BAS	ES OF ALLE	GED DISCR	OITANIML	N							
`		R.A	ACE		COLOR	RELIGION	REPRISAL	S	EX	NATIONA	AL ORIGIN	Į.	UAL ACT	AGE	DISA	BILITY	TOTAL BASES	TOTAL COMPLAINTS	TOTAL
ISSUES OF ALLEGED DISCRIMINATION	AMER INDIAN/ ALASKAN NATIVE	ASIAN PACIFIC INLANDER	BLACK	WHITE				MALE	FENIALE	HISP \NIC	OTHER	MALE	FEMALE		MENTAL	PHYSICAL	BY ISSUE	BYISSUE	BY ISSUE
C APPOINTMENT THRE	0	0	0	0	0	1	0	0	1	0	1		71.5	0	1	0	4	2	2
R. ASSIGNMENT OF DUTIES	0	0	0	0	0	n	0	0	1 1	0	0			0	0	0	1	1	1
C A B ARDS	0	0	0	0	0	0	0	0	0	0	0				0	0	n	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	n	0	0			0	0	0	0	0.	0
DISCIPLINARY ACTION	0	0	n	0	0	n	0	0	0	0	0	1000		0	0	1	1	0	0
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2 REPRIMAND	0	0	0	0	n	0	0	n	1	0	0	e e Gale		n	0	n	0	0	0
1 SUSPENSION	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
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EXAMINATION/LEST	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
HARASSMENT	0	0	0	0	0	0	2	0	2	0	0			3	1	1	9	9	7
I YON SEXUAL	0	0	0	0	0	0	2	0	1	0	0		140.51	3	1	1	8	8	6
2 SEXUAL	100						0	0	1	3.40							11	1	1
NEDICAL EXAMINATION	0 1	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
PAY INCLUDING ON ERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTION NON-SELECTION	0	0	2	0	0	0	1	0	0	0	0			2	0	1	6	6	2
REASSICSSIENT	0	0	0	0	0	0	0	0	1	0	0	64"		0	0	0	11	1	1
1 DENIED	0	0	0	0	0	0	0	0	1	0	0		A 1	0	0	0	111	1	11
1 OIRECTED	0	0	0	0	0	0	0	0	0	0	0	7.0		0	0	0	0	0	0
REASONABLE ACCOMMODATION				Market Program	Mark Street	0	0			1.0				47.6	0	0	0	0	0
REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
RETREMENT	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
TERMINATION	0	0	0	0	0	0	0	0	0	0	0		4.0	0	0	0	0	0	0
TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	.		0	0	0	0	0	0
TIMEAND UTTENDANCE	0	0	0	0	0	0	0	0	0	0	0	A		0	0	0	0	0	0
TRAINING	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
OFHER Please spec (fy below)															i				
1																			
1															T				
1																			
4.																			l
5			••																· · · · · · · · · · · · · · · · · · ·
OTAL ISSUES BY BASES	0	0	2	0	0	1	3	Λ	5	0	1	0	0	5	2	3			
TAL COMPLAINTS FILED BY BASES	0	0	1	0	<u> </u>	 	3	<u> </u>	5	0	1	0	n	<u></u> 5	2	3			

EEGC FORM 462 (REVISED JUNE 2006)

page 3

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency REPORTING PERIOD: FY 2006

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MILL TIPLE STATUTES RECORD FACULON THE ADDRESS AND ADD

- A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

 17 1. TITLE VII
 - 10 2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
 - 3 3. REHABILITATION ACT
 - 0 4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

30 (A1+A2+A3+A4) THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

PART-VI - SUMMARY OF CLOSURES BY CATEGORY

TO OLOGOTICE	0 01 0/	TILGUN	\	
		TOTAL	TOTAL	AVERAGE
A TOTAL ANUMPED OF OLOGUPPE		NUMBER	DAYS	DAYS
A. TOTAL NUMBER OF CLOSURES	(1+2+3)	22	11519	523.59
1. WITHDRAWALS		2	353	176.50
a. NON-ADR WITHDRAWALS		1	228	228.00
b. ADR WITHDRAWALS		1	125	125.00
2. SETTLEMENTS		3	980	326.67
a. NON-ADR SETTLEMENTS		3	980	326.67
b. ADR SETTLEMENTS		0	0	0.00
3. FINAL AGENCY DECISIONS	(B+C)	17	10186	599.18
B FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	10	1864	
1 FINDING DISCRIMINATION		0	0	0.00
2 FINDING NO DISCRIMINATION		6	1801	300.17
3 DISMISSAL OF COMPLAINTS		4	63	15.75
C FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	7	8322	
1. AJ DECISION FULLY IMPLEMENTED	(a+b)	7	8322	
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		7	8322	1188.86
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED	(a+b+c)	0	0	
(a) FINDING DISCRIMINATION	(1+31+111)	0	0	0.00
AGENCY APPEALED FINDING BUT NOT REMEDY		0	0	0.00
II. AGENCY APPEALED REMEDY BUT NOT FINDING		0	0	0.00
III AGENCY APPEALED BOTH FINDING AND REMEDY		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	0.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
EEOC FORM 462 (REVISED JUNE 2006)				0.00

EEOC FORM 462 (REVISED JUNE 2006)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency		REPORTING	PERIOD: FY 2	2006
PART VI - SUMMARY OF CLOSURE	S BY CATE	GORY (C	ontinued)	-
		TOTAL	TOTAL	AVERAGE
		NUMBER	DAYS	DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	(1+2+3)	6	181	30.17
1 COMPLAINANT REQUESTED IMMEDIATE FAD	(1a+1b)	1	32	32.00
a AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST		1	32	32.00
b AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST		0	0	0.00
2 COMPLAINANT DID NOT ELECT HEARING OR FAD	(2a+2b)	5	149	29.80
a AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD		5	149	29.80
b AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION F	PERIOD	0	0	0.00
3 HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION	(3a+3b)	0	0	0.00
a AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISS	UANCE	0	0	0.00
b AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR	FAD ISSUAINCE	0	0	0.00

PART VII - SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION DURING FORMAL COMPLAINT STAGE

(b)(3)

DURING FORMAL COMPLAINT STAGE	
A TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	3
B CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	3
1 BACK PAY/FRONT PAY	0
2 LUMP SUM PAYMENT	3
3 COMPENSATORY DAMAGES	0
C CLOSURES WITH ATTORNEY'S FEES AND COSTS	0
D SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	3
E. CLOSURES WITH NON-MONETARY BENEFITS	0
F TYPES OF CORRECTIVE ACTION	NUMBER OF CLOSURES
	WITH MONETARY BENEFIT
I HIRE	0
a RETROACTIVE	0
b NON-RETROACTIVE	0
2 PROMOTION	0
a RETROACTIVE	0
b. NON-RETROACTIVE	0
3 DISCIPLINARY ACTION	0
a RESCINDED	0
b. MODIFIED	0
4 REINSTATEMENT	0
5. REASSIGNMENT	0
6. PERFORMANCE EVALUATION MODIFIED	2
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	1
8. ACCOMMODATION	0
9 TRAINING/TUITION/ETC	0
10 LEAVE RESTORED	0
11.	
12	
13	

EEOC FORM 462 (REVISED JUNE 2006)

page 5

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2006

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
(1+2+3+4)	11	3640		All all and a second
1 COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	6	875	145.83	258
3. COMPLAINTS PENDING IN HEARINGS	3	1973	657.67	993
4 COMPLAINTS PENDING A FINAL AGENCY DECISION	2	792	396.00	561

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)	11	2258	
1 INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)	9	1849	205.44
a INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		6	1003	167.17
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		3	846	282.00
1. TIMELY COMPLETED INVESTIGATIONS		0.	0	0.00
2 UNTIMELY COMPLETED INVESTIGATIONS		3	846	282.00
c . INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		0	0	0.00
2. COST OF AGENCY INVESTIGATIONS				1.22.19
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)	2	409	204.50
a INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		1	180	180.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		1	229	229.00
TIMELY COMPLETED INVESTIGATIONS		1	229	229.00
2. UNTIMELY COMPLETED INVESTIGATIONS		0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		_ 0	0	0 00
4 COST OF CONTRACTOR INVESTIGATIONS			1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	

(b)(3)

(b)(3)

EEOC FORM 462 (REVISED JUNE 2006)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY2006

PART X -	SUMMARY	OF ADR PROGRAM	ACTIVITIES
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	INFORMAL PHASE (PR	E-COMPLAINT)		
		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A ADR PEN	IDING FROM PREVIOUS REPORTING PERIOD	0	0		
B ADR ACT	TONS IN COMPLETED/ENDED COUNSELINGS		Section 1	4.	
1	ADR OFFERED	9	9		
2	REJECTED BY COMPLAINANT	7	7	Section 1	40
3	REJECTED BY AGENCY	0	0	= 47.0	
4.	TOTAL ACCEPTED INTO ADR	2	2		
C ADR RESC	DURCES USED IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7)	2	2		
1	INHOUSE	2	2		
2	ANOTHER FEDERAL AGENCY	0	0		
3	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
	OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		Ξ.
4	MULTIPLE RESOURCES USED (Please specify)	0	0		
5.					
6					
7					
D ADR ATTE	MPTS IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7+8+9+10+11)	2	2	179	89.50
1.	MEDIATION	0	0	0	0.00
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4	FACTFINDING	0	0	0	0.00
5	FACILITATION	0	0	0	0.00
6	OMBUDSMAN	0	0	0	0.00
7	PEER REVIEW	0	0	0	0.00
8	MULTIPLE TECHNIQUES USED (Please specify)	2	2	179	89.50
9					
10					
11					
E STATUS	OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1	TOTAL CLOSED (a+b+c+d+e+f)	2	2	179	89.50
I	a SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
	b NO FORMAL COMPLAINT FILED	0	0	0	0.00
	c NO RESOLUTION	2	2	179	89.50
	d NO ADR ATTEMPT	0	0	0	0.00
	e			-	0.00
	f				
2	OPEN INVENTORY - ADR PENDING	0	0	0	0.00
EEOC FORM 462 (RE	VISED JUNE 2006)	L	U U		0.00 page 7

page 7

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2006

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

	FORMAL PH	ASE			
and the supplier from the second	C	OMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIO		0	0		(14) (12) (14) (14)
B. ADR ACTIONS IN COMPLAINT CLOSURES		riig ii ja sija sija			
1 ADR OFFERED 2 REJECTED BY COMPLAINANT		6	6		
THE EST SOME BUILDING		4	4		4.00
3 REJECTED BY AGENCY		00	0		
4. TOTAL ACCEPTED INTO ADR		2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES 1 INHOUSE	(1+2+3+4+5+6+7)	2	2		
		2	2		
The state of the s		0	0		
3 PRIVATE ORGANIZATIONS, (e.g., CONTRA BAR ASSOCIATIONS, INDIVIDUAL VOLUN	ACTORS,				
OR COLLEGE/UNIVERSITY PERSONNEL)	IEERS	•	_		
4 MULTIPLE RESOURCES USED (Please spi		0	0		
5	ecity)	0	0		
6	 				
7					
D. ADR ATTEMPTS IN COMPLAINT CLOSURES (1+2+3+4+					4.7
1. MEDIATION	0+6+/+8+9+10+11+12)	2	2	79	39 50
2 SETTLEMENT CONFERENCES	ļ	2	2	79	39.50
3 EARLY NEUTRAL EVALUATIONS		0	0	0	0.00
4 FACTFINDING			0	0	0 00
5 FACILITATION		0	0	0	0 00
6 OMBUDSMAN	<u> </u>	0	0	0	0 00
7. MINI-TRIALS	ļ		00	0	0.00
8 PEER REVIEW	ļ	0	0	0	0.00
9 MULTIPLE TECHNIQUES USED (Please speci		0	0	0	0 00
10	ry)	0	0	0	0 00
11					
12					
E. STATUS OF CASES		01101111070	COMPLANIANTO		
1 TOTAL CLOSED (a+b+c+d+e+f)		OMPLAINTS	COMPLAINANTS	DAYS	
(4.5.6.4.6.1)		2	2	79	39.50
a SETTLEMENTS WITH BENEFITS (More	stary and Non-monetary)	2 0	2 0	79 0	39.50 0.00
a SETTLEMENTS WITH BENEFITS (Morn	stary and Non-monetary)	2 0 1	2 0 1	79 0 64	39.50 0.00 64.00
a SETTLEMENTS WITH BENEFITS (Mon-	stary and Non-monetary)	2 0 1	2 0 1	79 0 64 15	39.50 0.00 64 00 15 00
a SETTLEMENTS WITH BENEFITS (MORE) b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION	stary and Non-monetary)	2 0 1	2 0 1	79 0 64	39.50 0.00 64.00
a SETTLEMENTS WITH BENEFITS (Mon- b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT	stary and Non-monetary)	2 0 1	2 0 1	79 0 64 15	39.50 0.00 64 00 15 00
a SETTLEMENTS WITH BENEFITS (MORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING	stary and Non-monetary)	2 0 1 1 0	2 0 1 1 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS (MOIN b WITHDRAWAL FROM EEO PROCES) c NO RESOLUTION d NO ADR ATTEMPT e f	S S	2 0 1 1 0	2 0 1 1 0	79 0 64 15	39.50 0.00 64 00 15 00
a SETTLEMENTS WITH BENEFITS (MORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING	S S	2 0 1 1 0 0 0 0 0 0 0 0 0	2 0 1 1 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS (MOIN b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED	S S	2 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 1 1 0 0 COMPLAINANTS	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS (MOIN b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL)	S S	2 0 1 1 0 0 0 0 0 0 0 0 0	2 0 1 1 0 0 COMPLAINANTS 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES	S S	2 0 1 1 0 0 0 0 0 0MPLAINTS 0 0	2 0 1 1 0 0 COMPLAINANTS 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY	S S	2 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 1 1 0 0 COMPLAINANTS 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM	S S	2 0 1 1 0 0 0 0 0MPLAINTS 0 0 0	2 0 1 1 0 0 COMPLAINANTS 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM	S S	2 0 1 1 0 0 0 0 0MPLAINTS 0 0 0	2 0 1 1 0 0 COMPLAINANTS 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM d ATTORNEY'S FEES AND COSTS e f	S S	2 0 1 1 0 0 0 0 0MPLAINTS 0 0 0	2 0 1 1 0 0 COMPLAINANTS 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM d ATTORNEY'S FEES AND COSTS e f	S S	2 0 1 1 0 0 0 0 0MPLAINTS 0 0 0	2 0 1 1 0 0 COMPLAINANTS 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM d ATTORNEY'S FEES AND COSTS e f	S S	2 0 1 1 0 0 0 0 0MPLAINTS 0 0 0 0	2 0 1 1 0 0 0 COMPLAINANTS 0 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) 2 COMPENSATORY DAMAGES 3 BACKPAY/FRONTPAY 4 LUMP SUM 5 ATTORNEY'S FEES AND COSTS 6 F BENEFITS BENEFI	S S	2 0 1 1 0 0 0 0 0MPLAINTS 0 0 0 0	2 0 1 1 0 0 0 COMPLAINANTS 0 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM d ATTORNEY'S FEES AND COSTS e f g 2 NON-MONETARY (INSERT TOTAL) a NEW HIRES	S S	2 0 1 1 0 0 0 0 0MPLAINTS 0 0 0 0 0	2 0 1 1 0 0 COMPLAINANTS 0 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS IMMOND BENEFITS BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) 2 COMPENSATORY DAMAGES 3 BACKPAY/FRONTPAY 4 LUMP SUM 5 ATTORNEY'S FEES AND COSTS 6 F BENEFITS BENEFI	S S	2 0 1 1 0 0 0 0 0 0 0 0 0 0	2 0 1 1 0 0 COMPLAINANTS 0 0 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM d ATTORNEY'S FEES AND COSTS e f g 2 NON-MONETARY (INSERT TOTAL) a NEW HIRES b. PROMOTIONS c REINSTATEMENTS d EXPUNGEMENTS e TRANSFERS	S C(2 0 1 1 0 0 0 0 0 0 0 0 0 0 0	2 0 1 1 0 0 0 COMPLAINANTS 0 0 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM d ATTORNEY'S FEES AND COSTS e f g 2 NON-MONETARY (INSERT TOTAL) a NEW HIRES b. PROMOTIONS c REINSTATEMENTS d EXPUNGEMENTS e TRANSFERS	S C(2 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 1 1 0 0 0 COMPLAINANTS 0 0 0 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM d ATTORNEY'S FEES AND COSTS e f g 2 NON-MONETARY (INSERT TOTAL) a NEW HIRES b. PROMOTIONS c REINSTATEMENTS d EXPUNGEMENTS e TRANSFERS f REMOVALS RESCINDED AND VOLUNTA	S C(2 0 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 1 1 0 0 COMPLAINANTS 0 0 0 0 0 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
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a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM d ATTORNEY'S FEES AND COSTS e f g 2 NON-MONETARY (INSERT TOTAL) a NEW HIRES b. PROMOTIONS c REINSTATEMENTS d EXPUNGEMENTS e TRANSFERS f REMOVALS RESCINDED AND VOLUNTA g REASONABLE ACCOMMODATIONS h TRAINING	S C(2 0 1 1 1 0 0 0 0MPLAINTS 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00
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a SETTLEMENTS WITH BENEFITS IMMORE b WITHDRAWAL FROM EEO PROCES: c NO RESOLUTION d NO ADR ATTEMPT e f 2. OPEN INVENTORY - ADR PENDING F. BENEFITS RECEIVED 1 MONETARY (INSERT TOTAL) a COMPENSATORY DAMAGES b BACKPAY/FRONTPAY c LUMP SUM d ATTORNEY'S FEES AND COSTS e f g 2 NON-MONETARY (INSERT TOTAL) a NEW HIRES b. PROMOTIONS c REINSTATEMENTS d EXPUNGEMENTS e TRANSFERS f REMOVALS RESCINDED AND VOLUNTAG g REASONABLE ACCOMMODATIONS h TRAINING I APOLOGY	S C(2 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	79 0 64 15 0	39.50 0.00 64 00 15 00 0 00

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. ANNI	UAL FEDERAL E	QUAL EMPLOYME	NT OPPORTUNI	TV	
STAT	ISTICAL REPOR	T OF DISCRIMINA	TION COMPLAIN	TO	
(R	REPORTING PERIOD BEGI	NS OCTOBER 157 AND TO		10	
AGENCY OR DEPARTMENT: Centi	ral Intelligence Age	NCV PERSONNE	2000		
PART XII	- SUMMARY OF	ADR PROGRAM	ACTIVITIES		
	TRAINING A	ND RESOURCES			1,
A BASIC ADR ORIENTATION TRAIN		NUMBER IN TOTAL	WORKFORCE TRAINED BY FND O	F REPORTING PERIOD	
	NING			CONTING PERIOD	
1. MANAGERS					
2. EMPLOYEES		0		0	
B. EMPLOYEES THAT CAN PARTICI	IDATE IN ADD			0	
·		0			
C. IN HOUSE STAFF RESOURCES A	AVAILABLE FOR ADR	1			
 FULL TIME PART TIME 		1			
3. COLLATERAL DUTY		0	the state of the s		
		0			l (b)(3
O ADR FUNDING SPENT			in the second se		(5)(5
CEC	TICIOATION				
Codification Financial	CHEICATION A	ND CONTACT I	NFORMATION		
certify that the EEO complaint data cor deport of Discrimination Complaints, for	ntained on this report, Et	EOC Form 462, Annual Fe	deral Equal Employment	Opportunity Station	
Report of Discrimination Complaints, for	Octo	ober 1, 2005 through September (30, 2006 are accurate and o	complete.	
PED NAME AND TITLE OF ALL			^ / ~		
PED NAME AND TITLE OF CERTIFYING OFF	FICIAL		deting in	rector	
GNATURE OF CERTIFYING OFFICIAL			0		
DED MANE AND THE					
PED NAME AND TITLE OF PREPARER		moles	in Spa	qualint	
SNATURE OF PREPARER		U			
TE 10/26/2006					
TELEPHONE NUMB is report is due to the following address on of	BER	E-MAIL.			
(b)(3)		20/04/2014			
(b)(6)	Offic	nployment Opportunity Cor ce of Federal Operations	nmission		
	(D)(S) Fe	deral Sector Programs	(b)(3)		
	(b)(6)	1801 L Street, NW	(b)(6)		
	VV	ashington, DC 20507			

Appendix A - Comments

Part 2

CIA - II B - We had a typical year on the number of EEO complaints

Part 8

CIA - VIII.A.4 Average Days - This year we had two cases pending in this category, one was for 561 days and that was due to security issues and an amendment The other case was within the normal range

Part 9

CIA - IX.A.2 Total - increased investigations by five which resulted in increase of cost

ANNUAL: DERAL EQUAL EMPLOYMENT OPPOF NITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency..

REPORTING PERIOD: FY 2005

PART I - PRE-COMPLAINT COUNSELING

		1 1 L-00
EEO COUNSELOR		
		INDIVIDUALS
A TOTAL COMPLETED/ENDED COUNSELINGS	39	39
1 COUNSELED WITHIN 30 DAYS	13	13
2 COUNSELED WITHIN 31 TO 90 DAYS	23	23
a COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	21	21
b COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		1
3 COUNSELED BEYOND 90 DAYS	3	3
		<u> </u>
4 COUNSELED DUE TO REMANDS	1 0	0
ADR INTAKE OFFICER		T
	COUNSELINGS	INDIVIDUALS
B TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1 COUNSELED WITHIN 30 DAYS	0	0
2 COUNSELED WITHIN 31 TO 90 DAYS	0	0
3 COUNSELED BEYOND 90 DAYS	0	0
COMBINED TOTAL		
SOMBINED TOTAL	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	39	
1 COUNSELED WITHIN 30 DAYS		39
	13	13
2. COUNSELED WITHIN 31 TO 90 DAYS a COUNSELED WITHIN WRITTEN EXTENSION	23	23
PERIOD NO LONGER THAN 60 DAYS b COUNSELED WITHIN 90 DAYS WHERE	21	21
INDIVIDUAL PARTICIPATED IN ADR	2	2
3 COUNSELED BEYOND 90 DAYS	3	3
4 COUNSELED DUE TO REMANDS	0	0

	COUNSELINGS	INDIVIDUALS
COUNSELING ACTIVITIES		
1 ON HAND AT THE BEGINNING OF THE	3	2
REPORTING PERIOD 2 INITIATED DURING THE REPORTING PERIOD		3
3 COMPLETED/ENDED COUNSELINGS	36 39	36 39
a SETTLEMENTS (MONETARY AND		
NON-MONETARY) b WITHDRAWALS/NO COMPLAINT FILED	3 15	<u>3</u>
c COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED		15
IN COMPLAINT FILINGS IN REPORTING PERIOD	24	24
d DECISIONS TO FILE COMPLAINT PENDING	21	21
AT THE END OF THE REPORTING PERIOD 4 COUNSELINGS PENDING AT THE END OF	0	0
THE REPORTING DEDICE		
THE REPORTING PERIOD	0	0

EEOC FORM 462 (REVISED AUG 2005)

Approved for Release: 2022/03/31 C06803265

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ANNUAL EDERAL EQUAL EMPLOYMENT OPPORTUNITY

STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

	SINS OCTOBER 1ST AND ENDS SEPT	EMBER 30TI	1)	·			
AGENCY OR DEPARTMENT: Central Intelligence Agency	REPORTING	PERIOD:	FY 2005	5			
PART I - PRE-COMPLAINT COUNSELING (CONTINUED)	PART III - AGENCY RESOL	JRCES, TI	RAINING,	REPORTI	NG LINE		•
I. NON-ADR SETTLEMENTS COUNSELINGS INDIVIDUALS	A. AGENCY RESOURCES		· · · · · · · · · · · · · · · · · · ·				
TOTAL 3 3			NUMBER	PERCENT	7		
PART II - FORMAL COMPLAINT ACTIVITIES	1 WORK FORCE			C. College Col			
18 A. COMPLAINTS ON HAND AT THE BEGINNING	a TOTAL WORK	FORCE	0	97.40			
OF THE REPORTING PERIOD	b PERMANENT I	EMPLOYEES	0				
0.4	2 COUNSELOR		0				
21 B COMPLAINTS FILED	a FULL-TIME		0	0.00			
4	b PART-TIME		0	0 00	1		
1 C REMANDS	c. COLLATERAL	DUTY	Ö	0.00	1		
40 D TOTAL COMPLAINTS (sum of lines A+B+C)					1		
(tall of miles (b)	3 INVESTIGATOR		0				
E COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED	a FULL-TIME b PART-TIME		0	0.00	4		
40	c COLLATERAL	DUTY	0	0.00	ł		
16 F COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD		5011		0.00	1		
6 G COMPLAINTS IN LINE D THAT WERE CONSOLIDATED	4 COUNSELOR/INVESTIGATOR		7	505,655	1		
D WATER CONSOLIDATED	a FULL-TIME		7	100.00]		
4 H COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD	b PART-TIME		0	0.00	1		
20	c. COLLATERAL I	DUTY	0	0.00	j		
. OOM BUILTOOK HAND AT THE END OF THE	B. STAFF TRAINING						
REPORTING PERIOI (Line D - (sum of Lines $F+H$))							
21 J INDIVIDUALS FILING COMPLAINTS	A CONTRACT OF THE	COUNS	ELORS	INVESTI	GATORS	COUNS/	INVESTIG
	1 NEW STAFF - TOTAL	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
3 K. NUMBER OF JOINT PROCESSING UNITS FROM	a STAFF RECEIVING REQUIRED	0	00	0	0	3	0
CONSOLIDATION OF COMPLAINTS	32 OR MORE HOURS	0	0	0	0	 	<u> </u>
	b STAFF RECEIVING 8 OR MORE				<u>U</u>	1_0	0
	HOURS, USUALLY GIVEN TO					†	
	EXPERIENCED STAFF	00	0	0	0	1	0
	c. STAFF RECEIVING NO TRAINING AT ALL	0	0			<u> </u>	
	2 EXPERIENCED STAFF - TOTAL	0	0	0	0	2	0
	a STAFF RECEIVING REQUIRED				1	4	0
	8 OR MORE HOURS	0	_ 0	0	1	4	0
	b STAFF RECEIVING 32 OR						, v
	MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
	c. STAFF RECEIVING NO	0	0	0	00	0	0
	TRAINING AT ALL	0	0	0	0	0	0
						<u>v.</u>	
	C. REPORTING LINE						
	1 DOES THE EEO DI		PORT			YES	NO
	TO THE AGENCY H	1EAD'7					×
	2 IF NO WHO DOES	THE EEO DI	RECTOR RE	PORT TO?			ł
	PERSON			011 107			ł
	TITLE E			(b)(3	3)		- 1
	TITLE Executive Direct	or		(b)(3 (b)(6	?) ?)]
				(1)(0	<i>)</i>		i
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EOC FORM 462 (REVISED AUG 2005)							ĺ

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						G.		BASES A	ND ISSUE!	SALLEGE	IN COMP	LAINTS F	LED						
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Column C				RACT		COLO		<u> </u>		×₹	NATIONAL (RIGIN	EQ	θv	-	SABILITY	TOTAL	TOTAL	†0'TAL
	ISSUES OF ALLEGED DISCRIMINATION	MAGRIPHIAN		₹					NA	FINAL	-	ория	Ē		MENT	PHD SIC	-,	COMPLAINTS BY ISSUI	COMPLAINANT BY ISSUE
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ANNUAL FEDERAL EC. AL EMPLOYMENT OPPORTUN. Y STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 3	30TH)			
AGENCY OR DEPARTMENT: Central Intelligence Agency	REPOR	RTING PERIO	DD: FY 200)5
PART V - SUMMARY OF CLOSURES A. STATUTE (JE A SINGLE COMPLAINT HAS MULTIPLE STATUTE)	BY STA	TUTE		
A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH C	ON THE APP	ROPRIATE LIN	E.)	
3 2 AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)				
1 3 REHABILITATION ACT				
0 4. EQUAL PAY ACT (EPA)				
B. TOTAL BY STATUTES				
21 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBI	ER OF CC	MPLAINTS (CLOSED.	
PART VI - SUMMARY OF CLOSURES	BY CAT	EGORY T	т	
		TOTAL	TOTAL	AVERAGE
A TOTAL NUMBER OF CLOSURES 1 WITHDRAWALS	(1+2+3)	NUMBER 20	9778	488.90
a NON-ADR WITHDRAWALS	(a+b)	1	151	151.00
b ADR WITHDRAWALS		1	151	151.00
2 SETTLEMENTS		0	0	0.00
	(a+b)	1	271	271.00
a NON-ADR SETTLEMENTS		11	271	271.00
b ADR SETTLEMENTS		0	0	0.00
3 FINAL AGENCY ACTIONS	(B+C)	18	9356	519.78
B FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	12	1963	
1 FINDING DISCRIMINATION		0	0	0.00
2 FINDING NO DISCRIMINATION		6	1807	301.17
3 DISMISSAL OF COMPLAINTS		6	156	26.00
C FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	6	7393	20.00
1 AJ DECISION FULLY IMPLEMENTED	(a+b+c)	6	7393	
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		6	7393	1232.17
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
2 AJ DECISION NOT FULLY IMPLEMENTED	(a+b+c)	0	0	0.00
(a) FINDING DISCRIMINATION	(ı+n+in)	0	0	0.00
I AGENCY APPEALED FINDING BUT NOT REMEDY		0	0	0.00
II AGENCY APPEALED REMEDY BUT NOT FINDING		0	0	0.00
III AGENCY APPEALED BOTH FINDING AND REMEDY		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
				0.00

EEOC FORM 462 (REVISED AUG 2005)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

0

AGENCY OR DEPARTMENT: Central Intelligence Agency... REPORTING PERIOD: FY 2005 PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued) Total Total Average Number Days Days D FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)6 273 45.50 1 COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b) 3 145 48.33 a AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST 3 145 48.33 b AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST 0 0 0.00 2 COMPLAINANT DID NOT ELECT HEARING OR FAD 3 (2a+2b)128 42.67 a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD 3 128 42.67 b AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD 0 0 0.00 3. HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION 0 0 0.00 a AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISSUANCE 0 C 0.00 b AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR FAD ISSUANCE 0

PART VII - SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION **DURING FORMAL COMPLAINT STAGE**

	NUMBER
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	1
B. CLOSURES WITH MONETARY BENEFITS	0
1. BACK PAY/FRONT PAY	0
2. LUMP SUM PAYMENT	0
C. CLOSURES WITH NON-MONETARY BENEFITS	1
D. CLOSURES WITH COMPENSATORY DAMAGES	0
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	0
F. TYPES OF CORRECTIVE ACTION	
	NUMBER OF CLOSURES WITH
1. HIRE	MONETARY BENEFITS
a. RETROACTIVE	0
b NON-RETROACTIVE	0
2. PROMOTION	0
a. RETROACTIVE	0
b. NON-RETROACTIVE	0
	0
3. DISCIPLINARY ACTION	0
a RESCINDED	0
b. MODIFIED	0
4 REINSTATEMENT	0
5 REASSIGNMENT	0
6. PERFORMANCE EVALUATION MODIFIED	0
7 PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0
8 ACCOMMODATION	0
9 TRAINING/TUITION/ETC	0
10. LEAVE RESTORED	0
11	
12.	
13	

EEOC FORM 462 (REVISED AUG 2005)

Approved for Release: 2022/03/31 C06803265

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ANNUAL FELERAL EQUAL EMPLOYMENT OF RTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency..

REPORTING PERIOD: FY 2005

PARTVIII	CLIMANA DIV OF DELIBRIGATION	
- 1 (A) (A) (A)	 SUMMARY OF PENDING COMP 	I VIVITO DV CATEOODY
	I I I I I I I I I I I I I I I I I I	LAUVIO DI L'ALEGURY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	20	8475		
1. COMPLAINTS PENDING ACKNOWLEDGMENT				
	0	0	0.00	0
2. COMPLAINTS PENDING INVESTIGATION	11	1234	112.18	194
3. COMPLAINTS PENDING IN HEARINGS	6	4548	758.00	1645
4. COMPLAINTS PENDING A FINAL AGENCY DECISION/ACTION	3	2693	897.67	1288

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED.

S. INVEONO	ATIONS COM			
A INVESTIGATIONS COMPLETED DURING REPORTING PERIOD		TOTAL	TOTAL DAYS	AVERAGE DAYS
THE TAIL ON THOSE LINES	رن+غر	8	1645	
1 INVESTIGATIONS COMPLETED BY A THE				
1 INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)	6	1212	202.00
A INVESTIGATIONS COMPLETED WAS A				
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		4	700	175.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS		0		
1 TIMELY COMPLETED INVESTIGATIONS		2	512	256.00
2 UNTIMELY COMPLETED INVESTIGATIONS		1	231	231.00
C INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		1	281	281.00
2. COST OF AGENCY INVESTIGATIONS	(b)(3)	-0	0	0.00
	(0)(0)		400	
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)		400	
2 INVESTIGATIONS CONT.	(a.b.c)	2	433	216.50
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS		0	0	0.00
b INVESTIGATIONS COMPLETED IN 181 - 360 DAYS				
		_ 1	i	
1 TIMELY COMPLETED INVESTIGATIONS		2	433	216.50
I TIMELY COMPLETED INVESTIGATIONS		2	433	216.50 203 00
2. UNTIMELY COMPLETED INVESTIGATIONS		2		
2. UNTIMELY COMPLETED INVESTIGATIONS 2. UNTIMELY COMPLETED INVESTIGATIONS 3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		2 1 1 0	203	203 00
2. UNTIMELY COMPLETED INVESTIGATIONS 2. UNTIMELY COMPLETED INVESTIGATIONS 3. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	(b)(3)	1	203 230	203 00 230.00
2. UNTIMELY COMPLETED INVESTIGATIONS	(b)(3)	1	203 230	203 00 230.00

ANNUAL ERAL EQUAL EMPLOYMENT OPPORTUN STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency.. REPORTING PERIOD: FY 2005

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

	INFORMAL PHASE (PRE-COMPLAIN)	۲ì
All the second of the second		<u></u>

A ADR PENDING FROM PREVIOUS REPORTING PERIOD B ADR ACTIONS FOR CURRENT REPORTING PERIOD 1 ADR OFFERED 2 REJECTED BY COMPLAINANT 3 REJECTED BY AGENCY	COUNSELINGS 0	INDIVIDUALS 0	DAYS 0	AVERAGE DAY
B ADR ACTIONS FOR CURRENT REPORTING PERIOD 1 ADR OFFERED 2 REJECTED BY COMPLAINANT			0	
1 ADR OFFERED 2 REJECTED BY COMPLAINANT	27		and the second second	
2 REJECTED BY COMPLAINANT	27	A THE RESERVE OF THE PARTY OF T	1.5	The Let 18 be in
•		27		100000
3 REJECTED BY AGENCY	24	24		
	0	0		
4 TOTAL ACCEPTED INTO ADR	3	3		
C. RESOURCES USED (1+2+3+4+5+6+7)	3	3		
1 INHOUSE	0	0		
² ANOTHER FEDERAL AGENCY	0	0		in the second
³ PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
OR COLLEGE/UNIVERSITY PERSONNEL)		_		
MULTIPLE RESOURCES USED (Please specify)	0	3		100
5	0	0		100
6.				
7				
D ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11)	 	 		
1 MEDIATION	3	3	61	20.33
² SETTLEMENT CONFERENCES	3	3	61	20.33
3 EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4 FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6 OMBUDS	0	0	00	0.00
7 PEER REVIEW	0	0	0	0.00
	0	0	0	0.00
8 MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
9				
10				
11.				
E STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1 TOTAL CLOSED (a+b+c+d+e+f)	3	3	61	20.33
a SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
NO FORMAL COMPLAINT FILED	0	0	0	0.00
C NO RESOLUTION	3	3	61	20.33
d NO ADR ATTEMPT	0	0	0	0.00
e				- 0.00
f				
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00

page 7

ANNUAL ERAL EQUAL EMPLOYMENT OPPORTUN STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency..

REPORTING PERIOD: FY 2005

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

	PHASE			-
	COMPLAINTS	COMPLAINANTS	DAVE	11/5010551
ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0	DAYS	AVERAGE DAY
ADR ACTIONS FOR CURRENT REPORTING PERIOD				7000
1 ADR OFFERED	16	16		
2 REJECTED BY COMPLAINANT	14	14		le de
3 REJECTED BY AGENCY 4 TOTAL ACCEPTED INTO ADD	0	0		
4 TOTAL ACCEPTED INTO ADR RESOURCES USED (1+2+3+4+5+6+7)	2	2		14.7
1 INHOUSE	2	2		
2 ANOTHER FEDERAL AGENCY	0	0		
3 PRIVATE ORGANIZATIONS (e.g. CONTRACTORS	0	0	_	
BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
OR COLLEGE/UNIVERSITY PERSONNEL)	2			
4 MULTIPLE RESOURCES USED (Please specify)	0	2		gar an bar
5	<u> </u>	0		Section 19
6				
7		 	Land William	
ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	2			To the second second
1. MEDIATION	2	2 2	60	30.00
2 SETTLEMENT CONFERENCES	0	0	60	30.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4 FACTFINDING	0	0	0	0 00
5 FACILITATION 6 OMBUDS	0	0	0	0.00
7 MINI-TRIALS	0	0	0	0 00
	0	0	0	0 00
8 PEER REVIEW	0	0	0	0 00
9 MULTIPLE TECHNIQUES USED (Please specify) 10	0	0	0	0 00
11				0 00
12				
STATUS OF CASES				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1 TOTAL CLOSED (a+b+c+d+e+f)	2	2	60	30 00
a SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary) b WITHDRAWAL FROM EEO PROCESS	00	0	0	0.00
C NO RESOLUTION	0	0	0	0 00
d	2	22	60	30 00
e -				
f				
2 OPEN INVENTORY - ADR PENDING				
ENEFITS RECEIVED	0	0	0	0 00
1 MONETARY (INSERT TOTAL)	COMPLAINTS	COMPLAINANTS		
a COMPENSATORY DAMAGES	0	0		
b BACKPAY/FRONTPAY	0	0		1.0
c. LUMP SUM	0	0		
d. ATTORNEY'S FEES AND COSTS	0	0		
е		0		
r				i e
g				
2 NON-MONETARY (INSERT TOTAL)		_		
a NEW HIRES	0	0		
b PROMOTIONS	0	0	1000	
c. REINSTATEMENTS	0	0		
d EXPUNGEMENTS	0	0		
e TRANSFERS	0	0 0		1
FREMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0		ti en grand	
g REASONABLE ACCOMMODATIONS	0	0	19.00	
h TRAINING	0	0	<i>9</i> 46 (3.53)	
I APOLOGY	0	0		
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k	 +	<i>[i</i>		
		•	TO A TO SHOW A STATE OF	V4 13 (4/35-20)
FORM 462 (REVISED AUG 2005)				

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Approved for Release: 2022/0			
ANNUAL FE. ERAL EQUAL EMP	LOYMENT OPF	RTUNITY	
STATISTICAL REPORT OF DISCI			
(REPORTING PERIOD BEGINS OCTOBER 1S	ST AND ENDS SEPTEMBER :	30TH)	
AGENCY OR DEPARTMENT: Central Intelligence Agency	REPORTING PERIOD	o: FY 2005	
TANTAIL - SUMMARY OF ADR PRO	DGRAM ACTIVIT	IES	T
TRAINING AND RESOUR	CES		1
A. BASIC ADR ORIENTATION TRAINING	NUMBER IN TOTAL WORKFORCE	TRAINED BY END OF REPORTING PERIOD	
1. MANAGERS			
2. EMPLOYEES	0	0	<u> </u>
	NUMBER IN TOTAL WORKFORCE	0	
B. MANAGERS AND EMPLOYEES IN TOTAL WORKFORCE THAT CAN PARTICIPATE IN ADR	100		
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR	NUMBER IN TOTAL WORKFORCE		
1. FULL TIME	3		
2. PART TIME	0 0	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	
3. COLLATERAL DUTY	3	1967 E. S. Willem	/I= \
D. ADR FUNDING SPENT			(b)(3)
CERTIFICATION AND CONT	ACT INFORMAT	TION	
certify that the EEO complaint data contained on this report, EEOC Form 46 Report of Discrimination Complaints, for the reporting period, October 1, 2004	20 American III - 1 - 1 - 1		
Report of Discrimination Complaints, for the reporting period October 1, 2004	through September 30, 20	al Employment Opportun	ity Statistical
	==g.: ==ptot/ibe/ 50, 20	(b)(3)	npiete
YPED NAME AND TITLE OF CERTIFYING OFFICIAL.		(b)(6)	
GIGNATURE OF CERTIFYING OFF			
YPED NAME AND TITLE OF PREPARE			
IGNATURE OF PREPARER			
ATE: 11/22/2005 TELEPHONE NUMBER			
his report is due to the following address on or before October 31st.	-MAIL		
(b)(3) U.S. Equal Employment Opp	ortunity Commission		
(b)(6) Office of Federal (Operations	(b)(3)	
. odciał dector p		(b)(3) (b)(6)	l
1801 L Street Washington, DC		()()	
			[
			ł

EEOC FORM 462 (REVISED AUG 2005)

Appendix A - Comments

Part 1

CIA - I.D.1 Counselings - On hand inventory does not match last year's ending inventory because dates were corrected on two counselings

Part 2

CIA - II B - The number of formal filed complaints increased from 14 to 21

Part 3

CIA - III.A.3 a Number - The Agency has no investigators. It uses a staff of counselors/investigators that perform both roles of investigating and counseling

Part 7

CIA - VII.A Number - Last year we had seven settlements and this year we had only one case settled as a formal complaint

Part 8

- CIA VIII.A.2 Average Days Last year the data was reported incorrectly. It should have been 1223 number of days, with an average of 244.6 days
- CIA VIII.A.2 Number Pending Last year we had five complaints pending, this year we have 11 because of the number of complaints filed increased from 14 to 21.
- CIA VIII.A.3 Number Pending This year we had more complainants electing FADs and not hearings. Last year we had two FADs and this year we had six.
- CIA VIII.A.4 Average Days Last year we had only one case pending in this category This year we have three cases and two of these cases were in the hearing stage for 1450 days and 947 days.

Part 9

- CIA IX.A Total The Agency does not have investigators, it has counselors/investigators, that perform both counseling and investigations
- CIA IX.A.2 Total The cost of the investigations increased because of the number of complaints filed increased.
- CIA IX.A.4 Total The cost of the investigations increased because of increased cost of the contractor investigator

Part 12

CIA - XII.B Total Workforce - The Agency cannot provide the specific workforce numbers but offer ADR to 100% of the workforce.

ANNUAL DERAL EQUAL EMPLOYMENT OPPOF NITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency..

REPORTING PERIOD: FY 2004

(b)(3)

PART I - PRE-COMPLAINT COUNSELING

	FARII	- PRE-CUM
EEO COUNSELOR		
	COUNSELING	S INDIVIDUALS
A. TOTAL COUNSELED	38	38
1 COUNSELED WITHIN 30 DAYS	14	14
2. COUNSELED WITHIN 31 TO 90 DAYS	17	17
a COUNSELED WITHIN WRITTEN EXTENSIO PERIOD NO LONGER THAN 60 DAYS	N 15	15
 b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR 	2	2
3. COUNSELED BEYOND 90 DAYS	6	6
4. COUNSELED DUE TO REMANDS	1	1
ADR INTAKE OFFICER		
ABANITARE OF IGER	COUNSELINGS	INDIVIDUALS
B TOTAL COUNSELED	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2 COUNSELED WITHIN 31 TO 90 DAYS	0	0
3 COUNSELED BEYOND 90 DAYS	0	0
COMBINED TOTAL		
TO MED TO THE	COUNSELINGS	INDIVIDUALS
C. TOTAL COUNSELED	38	38
1. COUNSELED WITHIN 30 DAYS	14	14
2 COUNSELED WITHIN 31 TO 90 DAYS	17	17
a COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	15	15
COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	2	2
3 COUNSELED BEYOND 90 DAYS	6	6
4 COUNSELED DUE TO REMANDS	1	1
	COUNSELINGS	110000000000000000000000000000000000000
D. COUNSELING ACTIVITIES	COUNSELINGS	INDIVIDUALS
1 ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	1	1
2 INITIATED DURING THE REPORTING PERIOD	38	38
3. COMPLETED COUNSELINGS	38	38
a SETTLEMENTS (MONETARY AND NON-MONETARY)	1	1
b. WITHDRAWALS	19	19
c. COUNSELINGS COMPLETED IN REPORTING PERIOD THAT RESULTED		
IN COMPLAINT FILINGS IN REPORTING PERIOD	14	14
d DECISIONS TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	4	4
4 COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD		
	1	1

EEOC FORM 462 (REVISED AUG 2004)

Approved for Release: 2022/03/31 C06803265 FEDERAL EQUAL EMPLOYMENT OPF STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH) AGENCY OR DEPARTMENT: Central Intelligence Agency.. REPORTING PERIOD: FY 2004 PART I - PRE-COMPLAINT COUNSELING (CONTINUED) PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE NON-ADR SETTLEMENTS COUNSELINGS INDIVIDUALS A. AGENCY RESOURCES TOTAL 0 0 NUMBER PERCENT PART II - FORMAL COMPLAINT ACTIVITIES WORK FORCE A COMPLAINTS ON HAND AT THE BEGINNING a TOTAL WORK FORCE 0 OF THE REPORTING PERIOD b PERMANENT EMPLOYEES 0 2 COUNSELOR 0 14 B COMPLAINTS FILED a. FULL-TIME 0 0.00 b PART-TIME 0 1 0.00 C. REMANDS c COLLATERAL DUTY 0 0.00 40 D TOTAL COMPLAINTS (sum of lines A+B+C) 3 INVESTIGATOR n a FULL-TIME 30 n E COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED 0.00 b PART-TIME 0 0.00 c. COLLATERAL DUTY 18 F COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD Ð 0.00 4 COUNSELOR/INVESTIGATOR 10 G COMPLAINTS IN LINE D THAT WERE CONSOLIDATED 6 a. FULL-TIME 6 100 00 4 b PART-TIME H COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD 0.00 n c. COLLATERAL DUTY 0 0.00 18 I COMPLAINTS ON HAND AT THE END OF THE B. STAFF TRAINING REPORTING PERIOI (Line D - (sum of Lines F+H)) COUNSELORS 14 J INDIVIDUALS FILING COMPLAINTS INVESTIGATORS COUNS/INVESTIG AGENCY CONTRACT AGENCY CONTRACT AGENCY CONTRACT 1 NEW STAFF - TOTAL 5 0 K NUMBER OF JOINT PROCESSING UNITS FROM 0 0 0 STAFF RECEIVING REQUIRED CONSOLIDATION OF COMPLAINTS 32 OR MORE HOURS 0 0 0 n 0 STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF 0 0 n 0 0 0 c. STAFF RECEIVING NO TRAINING AT ALL n 0 0 n 0 0 2 EXPERIENCED STAFF - TOTAL 0 0 0 1 5 0 STAFF RECEIVING REQUIRED 8 OR MORE HOURS n 0 0 5 0 STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF 0 0 0 0 0 0 STAFF RECEIVING NO TRAINING AT ALL 0 C. REPORTING LINE 1 DOES THE EEO DIRECTOR REPORT YES NO TO THE AGENCY HEAD? х

PERSON

TITLE

EEOC FORM 462 (REVISED AUG 2004)

page 2

(b)(3)

2 IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?

Executive Director/CIA

ES OF AMERING ALASKA INATION NATIVE 0 0 0 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1	RACE RACE RACE RACE RACE RACE RACE C C C C C C C C C		STATISTICAL (REPORTIN	STICAL RI	№ 6	EPORT C	OF DIS	CRIM	EPORT OF DISCRIMINATION COMP	ON C	DISCRIMINATION COMPLAINTS TOBER 1ST AND ENDS SEPTEMBER 30TH)	INTS					
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EGED INATION IS				COLOR	RELIGION	REPRISAL	rų.	sex	NATIONAL ORIGIN	NID	EQUAL		AGE	DISABILITY	TOTAL	TOTAL	
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TOTAL COMMITMENTS TILED BY BASES	0	0	0	3	2	2	-	9	,	 	+			0 0			
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ANNUAL FEDERAL E JAL EMPLOYMENT OPPORTUI Y STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH		110		
ACENCY OF PERAPETER Central Intelligence Agency		TING PERIO	OD: FY 2004	4
PART V - SUMMARY OF CLOSURES BY	STA	TUTE	·	
A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE 22 1. TITLE VII	HE APP	ROPRIATE LIN	IE.)	
6 2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)				
0 3. REHABILITATION ACT				
0 4. EQUAL PAY ACT (EPA)				
B. TOTAL BY STATUTES				
28 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER (A1+A2+A3+A4)	OF CO	MPLAINTS	CLOSED.	
PART VI - SUMMARY OF CLOŞURES BY	CATE	GORY		
		TOTAL	TOTAL	AVERAGE
A TOTAL NUMBER OF CLOSURES		NUMBER	DAYS	DAYS
1. WITHDRAWALS	(1+2+3)	22 0	15303	695.59
a. NON-ADR WITHDRAWALS	(a+b)	0	0	0.00
b ADR WITHDRAWALS		0	1 0	0.00
2 SETTLEMENTS	(a+b)	7	9957	1422.43
a NON-ADR SETTLEMENTS		7	9957	1422.43
b. ADR SETTLEMENTS		0	0	0.00
3. FINAL AGENCY ACTIONS	(B+C)	15	5346	356.40
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	1+2+3)	11	2397	
1 FINDING DISCRIMINATION		0	0	0.00
2 FINDING NO DISCRIMINATION		2	570	285.00
3 DISMISSAL OF COMPLAINTS		9	1827	203.00
C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	4	2949	
1 AJ DECISION FULLY IMPLEMENTED (a	a+b+c)	4	2949	
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		4	2949	737.25
(c) DISMISSAL OF COMPLAINTS		0	0	0.00
2 AJ DECISION NOT FULLY IMPLEMENTED (a	+b+c)	0	0	
(a) FINDING DISCRIMINATION (i	+iı+ıii)	0	0	0.00
I AGENCY APPEALED FINDING BUT NOT REMEDY		0	0	0.00
ii AGENCY APPEALED REMEDY BUT NOT FINDING		0	0	0.00
III AGENCY APPEALED BOTH FINDING AND REMEDY		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	0.00
(c) DISMISSAL OF COMPLAINTS		0	0	0.00

EEOC FORM 462 (REVISED AUG 2004)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency		REPOR	TING PERIOD	. = 2004
PART VI - SUMMARY OF CLOSURES BY C	ATEGO	RY (Cor	ntinued)	. []
		Total	Total	Average
		Number	Days	Days
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED	1+2+3)	2	121	60.50
COMPLAINANT REQUESTED IMMEDIATE FAD	(1a+1b)	1	61	61.00
a AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST		0	0	0.00
b AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST		1	61	61.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD	(2a+2b)	1	60	60.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD		1	60	60.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD)	0	0	0.00
3. HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION	(3a+3b)	0	0	0.00
a AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISSUANCE		0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR FAD I		0	0	0.00
DADT VIII CHAASA DV OF COLUM	555, 110L			1

PART VII - SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION DURING FORMAL COMPLAINT STAGE

	. 0 // (02
A TOTAL COMPLAINTS OF OSED MITTLE OF THE	NUMBER
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	7
B CLOSURES WITH MONETARY BENEFITS	6
1 BACK PAY/FRONT PAY	0
2. LUMP SUM PAYMENT	6
C. CLOSURES WITH NON-MONETARY BENEFITS	1
D. CLOSURES WITH COMPENSATORY DAMAGES	0
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	3
F. TYPES OF CORRECTIVE ACTION	NUMBER OF CLOSURES WITH
	MONETARY BENEFITS
1. HIRE	0
a. RETROACTIVE	0
b. NON-RETROACTIVE	0
2. PROMOTION	0
a. RETROACTIVE	0
b. NON-RETROACTIVE	0
3 DISCIPLINARY ACTION	2
a RESCINDED	2
b MODIFIED	0
4. REINSTATEMENT	0
5. REASSIGNMENT	0
6. PERFORMANCE EVALUATION MODIFIED	2
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0
8. ACCOMMODATION	
9 TRAINING/TUITION/ETC.	0
10 LEAVE RESTORED	0
11. Other lump sum	0
12	6
13	
	1

EEOC FORM 462 (REVISED AUG 2004)

(b)(3)

ANNUAL FL ERAL EQUAL EMPLOYMENT OF RTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency...

REPORTING PERIOD: FY 2004

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER	NUMBER	AVERAGE	NUMBER OF DAYS PENDING
A TOTAL COMPLANTE	PENDING	OF DAYS	DAYS	FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4) 18	10526		
	Ή			
1. COMPLAINTS PENDING ACKNOWLEDGMENT		i		
	0	0	0.00	0
2 COMPLAINTS RESIDUE	 			
2. COMPLAINTS PENDING INVESTIGATION	5	353	70.60	175
3. COMPLAINTS PENDING IN HEADINGS	<u> </u>			
3. COMPLAINTS PENDING IN HEARINGS	12	9914	826.17	1441
4 COMPLAINTS DENDING A FINAL	T .			
4. COMPLAINTS PENDING A FINAL AGENCY DECISION/ACTION	1	259	259.00 l	330
DADTIN		<u> </u>		

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

The state of the s			
A INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (142)	TOTAL	TOTAL DAYS	AVERAGE DAYS
(1+3)	5	1223	77
1 INVESTIGATIONS COMPLETED DATE:			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	3	857	285.67
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS 1. TIMELY COMPLETED INVESTIGATIONS	2	493	246.50
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
C. INVESTIGATIONS COMPLETED IN 361 OR MODE DAVS	2	493	246.50
2 COST OF AGENCY INVESTIGATIONS (b)(3)	1	364	364.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (24040)		435	
(a+b+c)	2	366	183.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	1	157	157.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS 1. TIMELY COMPLETED INVESTIGATIONS	1	209	209.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS		209	209 00
	0	0	0 00
4. COST OF CONTRACTOR INVESTIGATIONS (b)(3)	A A A A A A A A A A A A A A A A A A A		

Approved for Release: 2022/03/31 C06803265 DERAL EQUAL EMPLOYMENT OPPORTUI STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH) Central Intelligence Agency.. AGENCY OR DEPARTMENT: REPORTING PERIOD: FY 2004 PART X - SUMMARY OF ADR PROGRAM ACTIVITIES INFORMAL PHASE (PRE-COMPLAINT) COUNSELINGS INDIVIDUALS DAYS AVERAGE DAYS A. ADR PENDING FROM PREVIOUS REPORTING PERIOD 0 0 B. ADR ACTIONS FOR CURRENT REPORTING PERIOD ADR OFFERED 38 38 2 REJECTED BY COMPLAINANT 32 32 REJECTED BY AGENCY 5 5 TOTAL ACCEPTED INTO ADR 1 1 C RESOURCES USED (1+2+3+4+5+6+7) 1 1 1 INHOUSE 0 0 ² ANOTHER FEDERAL AGENCY 0 0 PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL) 4. MULTIPLE RESOURCES USED (Please specify) 0 0 6 7 D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11) 1 1 1.00 1 MEDIATION 1 1 1 1.00

5. FACILITATION 0 0 0 0.00 6 OMBUDSMAN 0 0 0 0.00 7. PEER REVIEW 0 0 0 0.00 8 MULTIPLE TECHNIQUES USED (Please specify) 0 0 0 0.00 9. 10 11 E. STATUS OF CASES

0

0

0

0

0

0

0

0

0

0

0.00

0.00

0.00

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1 TOTAL CLOSED (a+b+c+d+e+f)	1	1	1	1.00
a SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	1	1.00
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
^{C.} NO RESOLUTION	0	0	0	0.00
^d NO ADR ATTEMPT e.	0	0	0	0.00
f.				

2. OPEN INVENTORY - ADR PENDING EEOC FORM 462 (REVISED AUG 2004)

2. SETTLEMENT CONFERENCES

4 FACTFINDING

3. EARLY NEUTRAL EVALUATIONS

page 7

0.00

ANNUAL _DERAL EQUAL EMPLOYMENT OPPORTUI .' STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency.

EEOC FORM 462 (REVISED AUG 2004)

AGENCY OR DEPARTMENT: Central Intelligence Agency		REPORTING PE	PIOD. Dr. 2004	
PART XI - SUMMARY OF ADR P	ROGRAM ACTIV	ITIES	RIOD: FY 2007	·
	L PHASE			
A ADR PENDING FROM PRETICUES	COMPLAINTS	COMPLAINANT	S DAYS	AVERAGE DAY
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD B. ADR ACTIONS FOR CURRENT REPORTING PERIOD	0	0		AVENAGE DAT
		9 10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
1 ADR OFFERED 2. REJECTED BY COMPLAINANT	15	15		
3 REJECTED BY AGENCY	9	9		
4 TOTAL ACCEPTED INTO ADR	5	5		
RESOURCES USED (1+2+3+4+5+6+7)	11	11	_ // // // //	
1 INHOUSE	1	1 1		
2 ANOTHER FEDERAL AGENCY	0	1 0	_7**	
PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS,				
BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
	0	0		
 MULTIPLE RESOURCES USED (Please specify) 	0	0		
6				
7.				
ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	 			
1. MEDIATION	1	11	1	1 00
2. SETTLEMENT CONFERENCES	0	11	1	1 00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4 FACTFINDING	0	1 0	0	0 00
5 FACILITATION	0	0	0	0 00
6. OMBUDSMAN	0	0	1 0	0 00
7 MINI-TRIALS	0	0	0	0 00
8 PEER REVIEW	0	0	0	0 00
 MULTIPLE TÉCHNIQUES USED (Please specify) 10. 	0	0	0	0 00
11.				1 000
12.				
STATUS OF CASES	 			
1 TOTAL CLOSED (a+b+c+d+e+f)	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
a SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	11	1	1 00
b WITHDRAWAL FROM EEO PROCESS	0	0	0	0 00
C NO RESOLUTION	1	0	0	0 00
d	 	11	1	1 00
e			 	·[
f			 	
2 OPEN INVENTORY - ADR PENDING	0	0	0	
BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	1 0	1 0 00
1 MONETARY (INSERT TOTAL)	0	0		
a. COMPENSATORY DAMAGESb BACKPAY/FRONTPAY	0	0		
c. LUMP SUM	0	0		
d ATTORNEY'S FEES AND COSTS	0	0		
e	00	0		
f.				
g.				
2 NON-MONETARY (INSERT TOTAL)				
a NEW HIRES	0	0		
b PROMOTIONS	0	0		
c REINSTATEMENTS	0	0		
d EXPUNGEMENTS	0	0		
e TRANSFERS	0	0		
f REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0 0	0		
g REASONABLE ACCOMMODATIONS	0	0		
h TRAINING	0	0		
i APOLOGY	0	0		
J		0		
k				
,	1			

(b)(3)

ANNUAL FL ERAL EQU	JAL EMPLOYMENT OPF	RTUNITY	
STATISTICAL REPORT (
	S OCTOBER 1ST AND ENDS SEPTEMBE		
AGENCY OR DEPARTMENT: Central Intelligence Agence			
PART XII - SUMMARY OF	ADR PROGRAM ACTIVI	TIES	
TRAINING AND			1
A PACIC ADD ODIENTATION TO ANNUA	NUMBER	TRAINED	1
A. BASIC ADR ORIENTATION TRAINING		Section 1	
1. MANAGERS	0	0	
2. EMPLOYEES	0	0	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR	NUMBER		
S. EMI EO TEES THAT CAN PARTICIPATE IN ADR	NUMBER		
C. IN HOUSE STAFF RESOURCES AVAILABLE FO	OR ADR 4		
1. FULL TIME	0		
2. PART TIME 3. COLLATERAL DUTY	1		
2.0.2.2011	3		(b)(3)
D. ADR FUNDING SPENT			(6)(6)
CERTIFICATION A	ND CONTACT INFORMA	The sum of	
OEITH IOATION A	TO CONTACT INFORMA	ATION	
I certify that the EEO complaint data contained on this report, E	EOC Form 462, Annual Federal E	qual Employment Opportun	ity Statistical
Report of Discrimination Complaints, for the reporting period O	ctober 1, 2003 through September 30,	2004 are accurate and con	nplete.
1			
TYPED NAME AND TITLE OF CERTIFYING OFFICIAL	Director		
SIGNATURE OF CERTIFICATION OF THE STATE OF T			
SIGNATURE OF CERTIFYING OFFICIAL	(b)(3)		
TYPED NAME AND TITLE OF PREPARER	(b)(6)		
	()()		
SIGNATURE OF PREPARER.			
DATE 1/18/2005 TELEPHONE NUMBER	E MAH.		
This report is due to the following address on or before October 31st:	E-MAIL:	//	2)(2)
	ployment Opportunity Commission	, (t	o)(3) o)(6)
Onic	ce of Federal Operations	(,	
re	deral Sector Programs 1801 L Street, NW		
и по	ashington, DC 20507		
EOC FORM 462 (REVISED AUG 2004)			

page 9

(b)(3) (b)(6)

Appendix A - Comments

	days.
	t 7 n/a n/a
Parl (t 8 Complaints pending in hearings await dates from EEOC. Expectation is to complete investigations in 180 days and require additional 30 days for redaction.
3	9 Estimated cost of investigations. 30 additional days is allowed for redaction of complaint. Cost of independent contractor investigator. These numbers include 4 cases that were remanded after hearing and one case that was remanded prior to hearing.
Part E d	10 Fror instruction is unclear. We had no pending ADR from last reporting period. Iisregard comment.
Part T	11 There were no ADR cases pending from the previous reporting period.
Part T C	12 The Agency workforce numbers is classified and we cannot provide the numbers for this report. Contract mediators as needed.

Part 6

ANNUAL . EDERAL EQUAL EMPLOYMENT C. PORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency.

REPORTING PERIOD: FY 2003

PART I - PRE-COMPLAINT COUNSELING

(b)(3)

1	-	
EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A TOTAL COUNSELED	28	26
1 COUNSELED WITHIN 30 DAYS	13	13
2. COUNSELED WITHIN 31 TO 90 DAYS	10	10
3. COUNSELED BEYOND 90 DAYS	5	4
4 COUNSELED DUE TO REMANDS	0	0
ADR INTAKE OFFICER		
ADA INTAKE OFFICER	COUNSELINGS	INDIVIDUALS
	GGGHGEEMGG	INDIVIDUALS
B. TOTAL COUNSELED	1	1
1 COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
3. COUNSELED BEYOND 90 DAYS	1	1
OMBINED TOTAL		
COMBINED TOTAL	COUNSELINGS	INDIVIDUALS
	COUNSELINGS 29	INDIVIDUALS 27
COMBINED TOTAL C. TOTAL COUNSELED 1. COUNSELED WITHIN 30 DAYS 2. COUNSELED WITHIN 31 TO 90 DAYS	29	27
C. TOTAL COUNSELED 1. COUNSELED WITHIN 30 DAYS 2. COUNSELED WITHIN 31 TO 90 DAYS	29 13	27 13
C. TOTAL COUNSELED 1. COUNSELED WITHIN 30 DAYS 2. COUNSELED WITHIN 31 TO 90 DAYS 3. COUNSELED BEYOND 90 DAYS	29 13 10	27 13 10
C. TOTAL COUNSELED 1. COUNSELED WITHIN 30 DAYS 2. COUNSELED WITHIN 31 TO 90 DAYS 3. COUNSELED BEYOND 90 DAYS 4. COUNSELED DUE TO REMANDS	29 13 10 6 . 0	27 13 10 5
C. TOTAL COUNSELED 1. COUNSELED WITHIN 30 DAYS 2. COUNSELED WITHIN 31 TO 90 DAYS 3. COUNSELED BEYOND 90 DAYS 4. COUNSELED DUE TO REMANDS COUNSELING THAT DID NOT RESULT	29 13 10 6 . 0	27 13 10 5 0
C. TOTAL COUNSELED 1. COUNSELED WITHIN 30 DAYS 2. COUNSELED WITHIN 31 TO 90 DAYS 3. COUNSELED BEYOND 90 DAYS 4. COUNSELED DUE TO REMANDS COUNSELING THAT DID NOT RESULT	29 13 10 6 . 0	27 13 10 5
C. TOTAL COUNSELED 1. COUNSELED WITHIN 30 DAYS 2. COUNSELED WITHIN 31 TO 90 DAYS 3. COUNSELED BEYOND 90 DAYS 4. COUNSELED DUE TO REMANDS COUNSELING THAT DID NOT RESULT	29 13 10 6 0 N FILING OF COICOUNSELINGS	27 13 10 5 0 MPLAINT INDIVIDUALS

EEOC FORM 462 (REVISED JUNE 2003)

25-Jun-2003

ANNUA EDERAL EQUAL EMPLOYMENT OPP TUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

KIII I	FORMAL COMPLAINT ACTIVITIES	PART III AGENCY RESOU			EDODTIN	16: 1 1) 15		
25		A. AGENCY RESOURCES	ROLS, IR	AINING, F	REPORTIN	IG LINE		
20	A COMPLAINTS ON HAND AT THE BEGINNING	A AGENCY RESOURCES		T	- y	- ,		
	OF THE REPORTING PERIOD	1 WORK FORCE		NUMBER	PERCENT			
13		a TOTAL WORK	FORCE	0				
	B COMPLAINTS FILED	b PERMANENT				in the second		
1	, PENNS	2 COUNSELOR	CIVIL EQ ILL	0	200	02		
	C REMANDS	a FULL-TIME		0	0.00	8		
39	D. TOTAL CONTRACTOR	b PART-TIME		0	0.00	1		
	D TOTAL COMPLAINTS (sum of lines A+B+C)	c COLLATERAL	DUTY	0	0 00	1		
35	E COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED				1	1		
	E COM BANTS IN LINE D'THAT WERE NOT CONSOLIDATED	3 INVESTIGATOR		2	9445 9944	1		
14	F COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD	a FULL-TIME		0	0.00	1		
	DURING REPORT PERIOD	b PART-TIME		2	100 00	1		
4	G COMPLAINTS IN LINE DITHAT WERE CONSOLIDATED	c COLLATERAL	DUTY	0	0 00	1		
	CONSOCIDATED	A COUNTY OF]		
0	H COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD	4 COUNSELOR/INVESTIGATOR		6	4.3			
	= TITUE DOMINONEPORT PERIOD	a FULL-TIME		6	100.00]		
25	COMPLAINTS ON HAND AT THE END OF THE	b PART-TIME		0	0 00	1		
	REPORTING PERIOD (Line D - (sum of Lines F+H))	c. COLLATERAL	DUTY	0	0 00]		
12	J INDIVIDUALS FILING COMPLAINTS	B. STAFF TRAINING						
2	W MIN 1995		COUNS	ELORS	INVEST	CATODO	1	
	K NUMBER OF JOINT PROCESSING UNITS FROM	<u></u>	AGENCY	CONTRACT	AGENCY	GATORS	COUNS/	
	CONSOLIDATION OF COMPLAINTS	1. NEW STAFF - TOTAL	0	0	0	O	AGENCY 1	
		a. STAFF RECEIVING REQUIRED					 	
		32 OR MORE HOURS	0	0	0	0		
		b STAFF RECEIVING 8 OR MORE						
	•	HOURS, USUALLY GIVEN TO						<u> </u>
	71	EXPERIENCED STAFF	0	0	0	0	0	0
		c. STAFF RECEIVING NO						
		TRAINING AT ALL	0	0	0	0	0	0
		2 EXPERIENCED STAFF - TOTAL	0		0	2	5	0
		a STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
		b STAFF RECEIVING 32 OR	0	0	0	2	5	0
		1						
		MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0					
		c. STAFF RECEIVING NO		0	0		0	0
		TRAINING AT ALL	0					
				0	0	0	0	0
		C. REPORTING LINE						
		1 DOES THE EEO DIE	RECTOR RE	PORT			YES	
	i	TO THE AGENCY H				}	X	NC
		2 IF NO, WHO DOES PERSON		RECTOR RE	PORT TO?	<u>l</u>		
	Ì							
		TITLE				\		

EEOC FORM 462 (REVISED JUNE 2003)

25-Jun-2003

page 2

Company Comp					<i>y</i> S	ANNUAL FEDERAL EQUAL STATISTICAL REPORT OF	L FEDE	ERAL E REPOR	EQUAL E	EMPLO' ISCRIM	DISCRIMINATION	OPPO N CON	OPPORTUNITY N COMPLAINTS	> \omega						
Matter Data Service Property (Matter Data Service Property (Matt	AGENCY OR DEPART	MENT: Ce	ntral Intellig	tence Agen	icy .										REPORT	ING PE				
Column C							PART		ND ISSUES.	ALLEGED (I	N COMPLAIL	NTS FILED								
Marion Control Mari				RACE		1000	1	1 -		尚	ш	RIMINATION	7							
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	SSUES OF	0.00								SEX	NATIONAL OI	RIGIN	EQUA PAY AC	ا بر	AGE	DISABILI				TOTAL
	ALLEGED DISCRIMINATION	ALASKAN NATIVE		BLACK	WHITE				MALE	FEMALE	HISPANIC	ОТНЕЯ		FEMALE	-	-				SOMPLAINANT BY ISSUE
	A APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	_	0	-			-			-	,	
	B ASSIGNMENT OF DUTIES	0	0	0	٥	0	0	2	0	0	0	0						0 4	m .	9
	C AWARDS		0	0	0	0	0	0	0	0	0	0		1	1 0	> -	, ,		_ <	-
	D CONVERSION TO FULL TIME	5 6	0	0 0	0	0	0	0	0	0	0	0)) c	5 6			0
	E DISCIPLINARY ACTION	,	0	>	0	0	0	3	0	0	0	0			3	, c	0 0	2 10	۰	0
	ı		,		0	0	0	0	0	0	0	9			0	, c	. 0) c	- -	-
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		0	0	0	0	0	0	0	0	0	0	0			, c	, ,	0	0 0	- «	-
		0	0	0	0	0	0	0	0	0	0	C			,		, ,	-		0
0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	5								-	,				L	 	-	5	0	٥	0
0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	9													_ [+	1				
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7														+	1	+			
0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	F DUTY HOURS	0	0	0	0	0	0	0	0	0	[c				+	1			
0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	G. EVALUATION/APPRAISAL	0	-	0	0	0	0	-	0	0		, .			> ,		0 0	0		0
1	H EXAMINATIONTEST	0	0	0	0	0	0	0	-		c				-		5	3	-	-
1	HARASSMENT	0	4	0	0	0	0	9	2	80	0				+		+	0	0	0
1	- 1	0	4	0	0	0	0	9	2	80	0	٥			+		+	53	_	_
1	2 SEXUAL							0	c	, 0				J			-	59	7	7
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	J MEDICAL EXAMINATION	0	0	0	0	0	0	0	0		C	C		L	ŀ	-			0	0
0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	K PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0		, c			+	+	$\frac{1}{1}$	0 0	0	0
0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	L. PROMOTION/NON SELECTION	0	3	9	0	0	0	-	0	4				>	+	+	+			0
1	M. REASSIGNMENT	0	-	0	0	0	0	0	0	-	0				+	+	+	Q ,	4	4
1	-	0	-	- 1	0		0	0	0	-	0				+	+	+	5	-	- -
0 0 0 0 0 0 0 0 0 0	2 DIRECTED		0	0	0	0	0	0	0	0	0	0			\perp	+	+	2	-	-
0 0	A REASONABLE ACCOMMODATION		4				0	0						J	á	+	-			0
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	J. REINSTATEMENT	>	0	٥	0	0	0	0	0	0	0	0		L		t	-		> 0	
0 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 RETIREMENT	0	0	0	0	0	0	0	0	0	c	-		L	+	+	+			
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2. IERMINATION	0 6	0	٥	0	0	0	0	0	0	0	0			+	+	+		0	0
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0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	TIME AND ATTENDANCE	0	0	0	0	0	0	c	0	c	C	c			+	+	+	4	3	2
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	TRAINING	0	0	0	0	0	0		,	, ,	,				+	-	-		0	0
0 13 6 0 0 20 2 18 3 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	OTHER (Please specify below)						,	,			>				\dashv	-		,	0	0
0 13 6 0 0 20 2 18 3 1 0 0 27 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	-																			
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0 2 2 0 0 6 0 6	OTAL COMPLAINTS FILED BY BASES	0	2	2	0	o c	٥ (3	2	۵	6	-				-	2			
	STAL COMPLAINANTS BY BASES		2	,	0	, ,		, ,		,	-	-	$\frac{1}{2}$	-	_					
	2000 30																			100000000000000000000000000000000000000

ANNUAL FEDERA EQUAL EMPLOYMENT OPPOR NITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

PART VI SUMMARY OF CLOSURES BY CA	TECOPY		
TO SOMMAN OF CLOSURES BY CA			·
12	TOTAL	TOTAL	AVERAGE
A TOTAL NUMBER OF CLOSURES (1+2+	NUMBER 14	4915	351.07
1. WITHDRAWALS	1	87	87.00
2. SETTLEMENTS	0	0	0.00
3. FINAL AGENCY DECISIONS (B+C) 13	4828	371.38
3 FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+:	3) 11	2684	
1. FINDING DISCRIMINATION	0	0	0.00
2 FINDING NO DISCRIMINATION	6	2246	374.33
3 DISMISSAL OF COMPLAINTS	5	438	87.60
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	2	2144	
1. AJ DECISION FULLY IMPLEMENTED (a+t) 2	2144	
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	2	2144	1072.00
2 AJ DECISION NOT FULLY IMPLEMENTED (a+b	0	0	
(a) FINDING DISCRIMINATION (I+iI+III	0	0	0.00
I. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
II. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0 00
III. AGENCY APPEALED BOTH FINDING AND REMEDY	0	0	0.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
3 DISMISSAL OF COMPLAINTS	0	0	0.00

EEOC FORM 462 (REVISED JUNE 2003)

25-Jun-2003

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ANNUAL FLUERAL EQUAL EMPLOYMENT C. PORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2003

PART VII SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION

DURING FORMAL COMPLAINT STAGE

	NUMBER	
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	NOWBER 0	
B. CLOSURES WITH MONETARY BENEFITS	0	-
1. BACK PAY/FRONT PAY	0	_
		-
'2. LUMP SUM PAYMENT	0	
C. CLOSURES WITH NON-MONETARY BENEFITS	0	
D. CLOSURES WITH COMPENSATORY DAMAGES	0	
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	0	
	NUMBER WITH	NUMBER WITH
TYPES OF CORRECTIVE ACTION	MONETARY BENEFITS	NON-MONETARY BENEFIT
1. HIRE	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
2. PROMOTION	0	0
a. RETROACTIVE	0	0
b. NON-RETROACTIVE	0	0
3. DISCIPLINARY ACTION	0	0
a. RESCINDED	0	0
b. MODIFIED	0	0
4. REINSTATEMENT	0	0
5. REASSIGNMENT	0	0
6. PERFORMANCE EVALUATION MODIFIED	0	0
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	0
8. ACCOMMODATION	0	0
9. TRAINING/TUITION/ETC	0	0
10. LEAVE RESTORED	0	0
11.		
12.		
13.		

EEOC FORM 462 (REVISED JULY 2003)

23-Jul-2003 page 5

ANNUAL EDERAL EQUAL EMPLOYMENT PORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency.

REPORTING PERIOD: FY 2003

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS		DAYS PENDING DEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	25	19978			
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	 -				
	0	0	0.00		0
2. COMPLAINTS PENDING IN INVESTIGATION	3	459	153 00	2	10
3. COMPLAINTS PENDING IN HEARINGS	20	19019	950.95	19	85
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	2	500	250.00	27	71
PART IX SUMMARY OF	INVEST	GATION	S COMPLET	ED	
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD			TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD		(1+3)	11	1828	
1 INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL		(a+b+c)	5	924	184.80
a INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			3	522	174.00
b INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			2	402	201.00
c . INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	(b)(3))	0	0	0.00
2 COST OF AGENCY INVESTIGATIONS		•			
3 INVESTIGATIONS COMPLETED BY CONTRACTORS		(a+b+c)	6	904	150.67
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			5	719	143.80
b INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			1	185	185.00
c INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			0	C)	0.00
4 COST OF CONTRACTOR INVESTIGATIONS					0.00

(b)(3)

EEOC FORM 462 (REVISED JUNE 2002)

23-Jul-2003

page 6

ANNU FEDERAL EQUAL EMPLOYMENT OPPORTUN
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD FY 2003

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE	(PRE-COMPLAINT)
THE CHANGE TO THE COLUMN	THE-OUNT EARTH

IN ORMAL PHAS	COUNSELINGS	INDIVIDUALS	DAYC	AVEDAGE 5
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0	DAYS 0	AVERAGE DAYS
3 ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1 ADR OFFERED	28	26		
2 REJECTED BY INDIVIDUAL	27	25	11.0	
3 REJECTED BY AGENCY	0	0		P.
4 TOTAL ACCEPTED INTO ADR	1	1		
C RESOURCES USED (1+2+3+4+5+6+7)	1	1	7.7	
1 INHOUSE	1	1		
2 ANOTHER FEDERAL AGENCY	0	0		
PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS				
OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4 MULTIPLE RESOURCES USED (Please specify)	0	0		
5				
6				
7				
D ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	1	1	121	121 ()0
1. MEDIATION	1	1	121	121 00
2 SETTLEMENT CONFERENCES	0	0	0	0.00
3 EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5 FACILITATION	0	0	0	0 00
6 OMBUDSMAN	0	0	0	0.00
7 PEER REVIEW	0	0	0	0.00
8 MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0 00
9.				
10				
11				
STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1 TOTAL CLOSED (a+b+c+d+e+f)	1	1	121	121.00
a SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	121	121 00
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
^C NO RESOLUTION	0	0	0	0.00
^d NO ADR ATTEMPT	0	0	0	0 00
е				
ſ				
OPEN INVENTORY - ADR PENDING	0	0	0	0 00

EEOC FORM 482 (REVISED JUNE 2003)

24-Jul-2003

page 7

A٨ AL FEDERAL EQUAL EMPLOYMENT OPF TUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH) AGENCY OR DEPARTMENT: Central Intelligence Agency REPORTING PERIOD: FY 2003 PART XI SUMMARY OF ADR PROGRAM ACTIVITIES FORMAL PHASE COMPLAINTS COMPLAINANTS DAYS AVERAGE DAYS A ADR PENDING FROM PREVIOUS REPORTING PERIOD B. ADR ACTIONS FOR CURRENT REPORTING PERIOD 1. ADR OFFERED 0 REJECTED BY COMPLAINANT 2. 0 0 REJECTED BY AGENCY 0 0 TOTAL ACCEPTED INTO ADR 0 0 C RESOURCES USED (1+2+3+4+5+6+7) 0 0 1 INHOUSE 0 2. ANOTHER FEDERAL AGENCY 0 n 3 PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL) 0 0 4 MULTIPLE RESOURCES USED (Please specify) 0 0 5 6. D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12) 0.00 1. MEDIATION 0 0 0 00 2. SETTLEMENT CONFERENCES 0 0 Λ 0.00 3 EARLY NEUTRAL EVALUATIONS 0 0 0 0 00 4. FACTFINDING 0 0 0 0 00 5 FACILITATION 0 n 0 0 00 6. OMBUDSMAN O O 0 0 00 7 MINI-TRIALS 0 n 0 0 00 8. PEER REVIEW 0 0 n 0 00 9. MULTIPLE TECHNIQUES USED (Please specify) 0 0 0 0 00 10 11 12 E STATUS OF CASES COMPLAINTS COMPLAINANTS DAYS AVERAGE DAYS 1 TOTAL CLOSED (a+b+c+d+e+f) 0 ٥ 0 00 a SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary) 0 0 ٥ 0 00 b WITHDRAWAL FROM EEO PROCESS 0 0 0 0.00 c NO RESOLUTION 0 0 0 0 00 d e. 2 OPEN INVENTORY - ADR PENDING 0 0 F BENEFITS RECEIVED COMPLAINTS COMPLAINANTS 1 MONETARY (INSERT TOTAL) 0 a COMPENSATORY DAMAGES 0 0 b BACKPAY/FRONTPAY O 0 c LUMP SUM 0 Ω d. ATTORNEY'S FEES AND COSTS 0 0 e f. 2 NON-MONETARY (INSERT TOTAL) 0 0 a NEW HIRES 0 0 **b** PROMOTIONS 0 0 c. REINSTATEMENTS 0 0 d EXPUNGEMENTS 0 0 e TRANSFERS 0 0 f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS 0 0 g REASONABLE ACCOMMODATIONS 0 0 h TRAINING 0 0 1 APOLOGY 0 0 EEOC FORM 462 (REVISED JULY 2003)

Approved for Release: 2022/03/31 C06803265

23-Jul 2003

(b)(3)

ANNUAL FEDERAL EQUAL EMP	LOYMENT OPPO	DRTUNITY	
STATISTICAL REPORT OF DISCI	RIMINATION CO	MPI AINTS	
(REPORTING PERIOD BEGINS OCTOBER 15	ST AND ENDS SEPTEMBER:	BOTH)	
AGENCY OR DEPARTMENT: Central Intelligence Agency.	REPORTING PERIOD	: FY 2003	
PART XII SUMMARY OF ADR PROC	GRAM ACTIVITIE	S	
TRAINING AND RESOU			
A PAGIO ADD ODITION OF THE PAGIO	NUMBER	TRAINED	
A. BASIC ADR ORIENTATION TRAINING			
1 MANAGERS			
2 EMPLOYEES	0	0	
E PENILEOTEES	0 NUMBER	0	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR	NUMBER 0		
	NUMBER		
C IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR	14		
1 FULL TIME	0		
2 PART TIME	1		
3 COLLATERAL DUTY	13		
D. ADR FUNDING SPENT			
·			
CERTIFICATION AND CON	TACT INFORM	ATION	
TYPED NAME AND TITLE OF CERTIFYING OFFICIAL	EEO		
SIGNATURE OF CERTIFYING OFFICIAL			
TYPED NAME AND TITLE OF PREPAREN. EEOC Complian	ce Officer		
SIGNATURE OF PREPARER			
DATE 10/30/2003 TELEPHONE NUMBER	E-MAIL		
This report is due to the following address on or before October 31st.		(1.) (2.)	
U S. Equal Employment Op Office of Federal Federal Sector 1801 L Stree Washington, D	Operations Programs et, NW	(b)(3) (b)(6)	
(b)(3)	(b)(3) (b)(6)		
EOC FORM 462 (REVISED JULY 2003) 23-JUI-2003			page 9

(b)(3)

Appendix A - Comments

Part 1 Part I (ADR) B.3. Counseled beyond 90 days: Continued attempts at resolution. Part I (EEO) A.3. Counseled beyond 90 days: 4 counselings were extended to attempt resolution; 1 counseling was extended for clarification of issues. Part I.A. Total Individuals Counseled: Two people were counseled four times. The first person was counseled twice beyond 90 days; the second person was counseled once within 30 days, and counseled once within 31-90 days. Part III.A 1 Work Force: This number is classified information. Part 6 Data is correct Part 7 Data is correct. Data is correct. Data is correct. Data is correct. Part 8 Data is correct. Data is correct. Data is correct. Part VIII.A.2.: Individual A.2, EEO Case No. (b)(3)VIII.A.3: Individual A.3, EEO Case VIII A.4. Individual A.4, EEO Case

Part 10

Part 9

Data is correct Data is correct Data is correct.

Part X.D.1. Mediation (121 days) Resolution attempts progressed to resolution/settlement.

Part 12

Part XII.A.1&2, B: All employees receive ADR orientation training; all employees may participate in ADR. The total number of employees is classified information.

AL EQUAL EMPLOYMENT OPPORT ANNUAL FEI STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH) AGENCY OR DEPARTMENT: Central Intelligence Agency. REPORTING PERIOD: FY 2002 PARTI PRE-COMPLAINT COUNSELING PART III AGENCY RESOURCES, TRAINING, REPORTING LINE A. AGENCY RESOURCES COUNSELING NUMBER PERCENT A. TOTAL NUMBER OF INDIVIDUALS COUNSELED 1 WORK FORCE 25 4 30 a TOTAL WORK FORCE n 4 14 1 NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS b PERMANENT EMPLOYEES O 2. COUNSELOR 12 n 2. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90 DAYS a FULL-TIME 0 00 5 b. PART-TIME 0 00 ٥ 3 NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS c. COLLATERAL DUTY 0.00 0 4 NUMBER OF INDIVIDUALS COUNSELED DUE TO REMANDS 3 INVESTIGATOR 2 * V- ** a FULL-TIME 0 0.00 b. PART-TIME 2 100 00 c COLLATERAL DUTY 0 0.00 NON-ADR SETTLEMENTS DURING COUNSELING COUNSELOR/INVESTIGATOR 1100 B NON-ADR SETTLEMENTS WITH MONETARY BENEFITS 6 a. FULL-TIME 100 00 Number (b)(3)b PART-TIME n 0 1 COMPENSATORY DAMAGES c. COLLATERAL DUTY 0.00 0 2. BACKPAY/FRONTPAY n 3. LUMP SUM PAYMENT **B. STAFF TRAINING** 0 4. ATTORNEYS FEES AND COSTS COUNSELORS INVESTIGATORS COUNS/INVESTIG AGENCY CONTRACT AGENCY | CONTRACT AGENCY CONTRACT 1 NEW STAFF - TOTAL 0 0 0 a STAFF RECEIVING REQUIRED C NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS 32 OR MORE HOURS 0 0 0 b STAFF RECEIVING 8 OR MORE PART II FORMAL COMPLAINT ACTIVITIES HOURS, USUALLY GIVEN TO EXPERIENCED STAFF 0 0 0 0 0 A. COMPLAINTS ON HAND AT THE BEGINNING 0 c. STAFF RECEIVING NO OF THE REPORTING PERIOD TRAINING AT ALL ٥ 0 ٥ 0 EXPERIENCED STAFF - TOTAL 15 0 B COMPLAINTS FILED 0 ٥ STAFF RECEIVING REQUIRED 8 OR MORE HOURS ٥ 1 C REMANDS 6 0 STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO 39 D TOTAL COMPLAINTS (sum of lines A+B+C) **NEW STAFF** 0 0 0 ٥ 0 0 STAFF RECEIVING NO 35 E COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED TRAINING AT ALL 0 12 F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD C. REPORTING LINE 1 DOES THE EEO DIRECTOR REPORT 4 G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED YES NO TO THE AGENCY HEAD? 2 H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD 2 IF NO, WHO DOES THE EEO DIRECTOR REPORT TO? PERSON 25 I COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H)) TITLE 13 J INDIVIDUALS FILING COMPLAINTS K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

EEOC FORM 462 (REVISED JUNE 2002)

20-Jun-2002

RCS NUMBER 0288-EEO-AN

PAGE 1

								BASE	S OF ALI	LEGED D	ISCRIMIN	ATION						
1000		- 1			COLOR	RELIGION	REPRISAL	SEX	×	NATIONAL C	NATIONAL ORIGIN EQUA	EQUAL	AGE	VSIQ	DISABILITY	TOTAL	TOTAL	TOTAL
ISSUES OF ALLEGED DISCRIMINATION	AMER. INDIAN/ ALASKAN NATIVE	AMER. ASIAN PACIFIC ISLANDER	BLACK	WHITE				MALE	PEMALE 1	HISPANIC	OTHER	MALE FEMALE		MENTAL	PHYSICAL	-	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
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D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	٥	G	c	7			} (٥	0	0
E. DISCIPLINARY ACTION	0	0	-	0	0	0	-	-	-	0			- C	٠,		0	0	0
I DEMOTION	0	0	-	0	0	0	-	c	c	-			- ,			٥	8	3
2. REPRIMAND	0	0	0	0	0	c	c	, -		, ,			-	0	0	9	-	-
3 SUSPENSION	0	°	0	·	c	c	,	,	, .	> 0			٥	0	0	0	0	0
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I EXAMINATION/TEST	0	0	0	0	0	°		0	0	0			c	c		,	,	,
HARANSMENT	0	0	2	0	0	2	2	60	2	0			, ,) (٥	o {	0	0
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K. PAY INCLUDING OVERTIME	0	0	0		0	, ,				0 6		-	0	0	0	0	0	0
PROMOTION/NON-SELLECTION	0	0	2	0	0	> -	, ,	-	,	+	0	0	0	0	0	0	0	0
REASSIGNMENT	0	•	0		c			+	- - ,	+			2	0	2	=	9	9
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1			5	3	0	0		0	0	0	0		0	0	0	o	0	0
	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	c	
COMMODATION						0	0							0	c	c	, c	
O. REINSTATEMENT	٥	0	0	0	0	0	0	0	0	0	0		c	c		, ,	1	,
P RETIREMENT	0	0	0	0	0	0	0	0						, ,	, ,	,		
Q TERMINATION	0	0	0	0	0	0	-	- -	+	+	T		,		7		0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	2	0	0	0	2	0 60	+	+				0 (-		-	-
S. TIMF AND ATTENDANCE	0	0	0	0	c	c	c	+	+	+			7	0	-	6	9	3
TRAINING	0	0	0	0	G	-	,	+	+	+			0	•	0	0	0	0
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				-	\vdash		-	-		-	Ť	1	\dagger	\dagger	†	+		
TOTAL ISSUES BY BASES	0	0	7	0	-	6	16	6.		-	١		1,	†	ľ			
TOTAL COMPLAINTS FILED BY BASES	0	0	6	0	0	2	80	╀╌	+	+	+	, ,	, ,	- .	ф.			
TOTAL COMPLAINANTS BY BASHS	,	ļ.	-					i	_		_	-	,	_	4		STATE OF THE PARTY	

PART V SUMMARY OF CLOSURES A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES DESCRIBED.)	BY ST.	UTE		
(W SINGLE SOME EARLY HAS MOUTHLE STATUTES RECORD EACH (N THE APPR	OPRIATE LIN	E.)	
. THE VII				
2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)				
3 3. REHABILITATION ACT				
0 4. EQUAL PAY ACT (EPA)				
B. TOTAL BY STATUTES				
17 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER		1DI ANITO 6		
(A1+A2+A3+A4)			CLOSED.	
PART VI SUMMARY OF CLOSURES E	BY CATE	GORY		
A TOTAL MUNICIPAL OF CO. CO.		TOTAL NUMBER	FOTAL	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES 1. WITHDRAWALS	(1+2+3)	14 2	4459 428	318.50
2. SETTLEMENTS		1		214.00
3. FINAL AGENCY DECISIONS	(B+C)	11	3425	606.00 311.36
B FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	11	3425	311.30
1. FINDING DISCRIMINATION		0	0	0.00
2. FINDING NO DISCRIMINATION		9	3360	373.33
3. DISMISSAL OF COMPLAINTS		2	65	32.50
C FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2+3)	0	0	
1 AJ DECISION FULLY IMPLEMENTED	(a+b)	0	0	
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	0.00
2. AJ DECISION NOT FULLY IMPLEMENTED	(a+b)	0	0	4
(a) FINDING DISCRIMINATION	(ı+iı+iiı)	0	0	0.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY		0	0	0.00
ii AGENCY APPEALED REMEDY BUT NOT FINDING		0	0	0.00
iii AGENCY APPEALED BOTH FINDING AND REMEDY		0	0	0.00
(b) FINDING NO DISCRIMINATION		0	0	0.00
3. DISMISSAL OF COMPLAINTS		0	0	0.00
				1
				1
				1

EEOC FORM 462 (REVISED MAY 2002)

20-Jun-2002

PAGE 3

PART VII SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION DURING FORMAL COMPLAINT STAGE

	NUMBER	(b)
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	1	
3. CLOSURES WITH MONETARY BENEFITS	1	
1. BACK PAY/FRONT PAY	1	
2. LUMP SUM PAYMENT	0	
C. CLOSURES WITH NON-MONETARY BENEFITS	1	
D. CLOSURES WITH COMPENSATORY DAMAGES	1	
CLOSURES WITH ATTORNEY'S FEES AND COSTS	1	
	NUMBER WITH	
. TYPES OF CORRECTIVE ACTION		
1. HIRE	MONETARY BENEFITS 0	
a. RETROACTIVE	0	
b. NON-RETROACTIVE	0	
·		
2. PROMOTION	0	
a. RETROACTIVE	0	
b. NON-RETROACTIVE	0	
3. DISCIPLINARY ACTION		
a. RESCINDED	0	
b. MODIFIED	0	
	0	
4. REINSTATEMENT	0	
5. REASSIGNMENT	0	
6. PERFORMANCE EVALUATION MODIFIED	0	
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	
8. ACCOMMODATION	0	
9. TRAINING/TUITION/ETC.	0	
10. LEAVE RESTORED	0	

PART VIII SUMM. Y OF PE	NDING C	OMPLAIN	NTS BY AT	EGORY	
A TOTAL COMPLAINTS DENDING (OAMS AS DESTINA	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	FOR OLD	DAYS PENDING DEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	. 25	8704	,	10	
1 COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00		0
2 COMPLAINTS PENDING IN INVESTIGATION	5	631	126.20	1	55
3. COMPLAINTS PENDING IN HEARINGS	16	7109	444.31	9	49
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	4	964	241.00	_	41
PART IX SUMMARY OF	INVEST	GATION	S COMPLET	ED	
A. DIVISORIO I			TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD		(1+3)	17	4193	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL		(a+b+c)	10	2482	248.20
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			4	689	172.25
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			4	915	228.75
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	4		2	878	439.00
2 COST OF AGENCY INVESTIGATIONS	(b)(3)			100.00
3. INVESTIGATIONS COMPLETED BY CONTRACTORS		(a+b+c)	7	1711	244.43
a INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			2	222	111.00
b INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			5	1489	297.80
c INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			0	0	0.00
4. COST OF CONTRACTOR INVESTIGATIONS					

(b)(3)

EEOC FORM 462 (REVISED JUNE 2002)

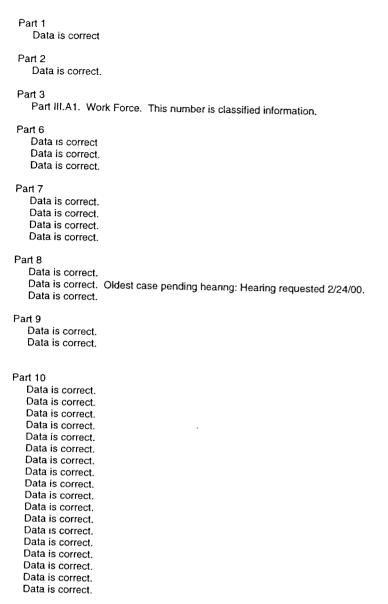
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PART X SUMMARY OF ADR PR	C (DDC 0::::	VIIILO		
INFORMAL PHAS		AINT)		
ADD DENDING FROM PREMIOUS REPORTING PERIOD	COMPLAINTS	COMPLAINANTS	S DAYS	AVERAGE DAY
ADR PENDING FROM PREVIOUS REPORTING PERIOD INDIVIDUALS COUNSELED THROUGH ADR	0	0		100
ADR ACTIONS FOR CURRENT REPORTING PERIOD	0	0		
ADR OFFERED				10.75
REJECTED BY COMPLAINANT	28	29		10000000000000000000000000000000000000
3 REJECTED BY AGENCY	0	26		44.5
4 TOTAL ACCEPTED INTO ADR	3	0 3		100
RESOURCES USED (1+2+3+4+5+6+7)	3	3		
1 INHOUSE	1			1.44
² ANOTHER FEDERAL AGENCY		1		1
3. PRIVATE ORGANIZATIONS, CONTRACTORS,	0	0		265
BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS			1.0	4 4
OR COLLEGE/UNIVERSITY PERSONNEL		_		
MULTIPLE RESOURCES USED (Please specify)	2	2	- 1 J 5	15.00
5	0	0	4.54	
6.				
7				
ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	 			<i>1</i> 7.6
1. MEDIATION	3	3	305	101 67
² SETTLEMENT CONFERENCES	3	3	305	101 67
	0	0	0	0 00
3 EARLY NEUTRAL EVALUATIONS	0	0	0	0 00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6 OMBUDSMAN	0	0	0	0.00
7 MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.				0 00
11				
12.				
STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAVC	
1. TOTAL CLOSED (a+b+c+d+e+f)	3	3	DAYS 305	AVERAGE DAYS
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	 		101 67
b NO FORMAL COMPLAINT FILED	0	0	86	86 00
^c NO RESOLUTION	2	2		0 00
d			219	109 50
e		 	ļ	
f				
OPEN INVENTORY - ADR PENDING	0			
BENEFITS RECEIVED	·	0	0	0 00
1. MONETARY (INSERT TOTAL)	COMPLAINTS	COMPLAINANTS		
a. COMPENSATORY DAMAGES	1	1		101
b BACKPAY/FRONTPAY	0	0		d.
	1	1		4.
c. LUMP SUM	0	0		1.0
d ATTORNEY'S FEES AND COSTS	0	0		
e.				
f.				
gg				
2 NON-MONETARY (INSERT TOTAL)	0	0		4.0
a. NEW HIRES	0	0		
b PROMOTIONS	0	0	98	
c. REINSTATEMENTS	0	0	P P	1.0
d EXPUNGEMENTS		···	1.7	
e. TRANSFERS	0	0	81 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
		0		
f REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	0	0		Tu Pro
g. REASONABLE ACCOMMODATIONS	0	0		
h. TRAINING	0	0		700
i APOLOGY	0	0	5.3	
J I				
լ,		K	The second secon	
k.				

	ART XII SUMMARY OF ADR PROG TRAINING AND RESOUP	RCES		
. BASIC ADR ORIE	ENTATION TRAINING	NUMBER	TRAINED	
1. MANAGER	2			
2 EMPLOYEE		0	0	
Z LIVII LUILL	:5	0	0	
EMPLOYEES TH	AT CAN PARTICIPATE IN ADR	NUMBER		
	TO STATE PARTIES	0 NUMBED		
IN HOUSE STAF	FRESOURCES AVAILABLE FOR ADR	NUMBER		
1. FULL TIME	THE STATE OF ADIL TOTAL	0		
2. PART TIME	ļ	1		
3. COLLATER		13		
ADR FUNDING S	(b)(3)	10		
	CERTIFICATION AND CON			
PED NAME AND TITLE OF C	olaint data contained on this report, EEOC Form 462 omplaints, for the reporting period October 1, 2001 the RETIFYING OFFICIAL.	Appual Fodoral Fa	ual Employment Opportunity Statistic 2002 are accurate and complete	;al
PED NAME AND TITLE OF CI	olaint data contained on this report, EEOC Form 462 omplaints, for the reporting period October 1, 2001 the ERTIFYING OFFICIAL. Acting Director.	2, Annual Federal Equ hrough September 30, Faual Employment Or	ual Employment Opportunity Statistic 2002 are accurate and complete	al
ED NAME AND TITLE OF CI	olaint data contained on this report, EEOC Form 462 omplaints, for the reporting period October 1, 2001 the ERTIFYING OFFICIAL. Acting Director.	2, Annual Federal Equ hrough September 30, Faual Employment Or	ual Employment Opportunity Statistic 2002 are accurate and complete	al
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ED NAME AND TITLE OF CI NATURE OF CERTIFYING O ED NAME AND TITLE OF PE NATURE OF PREPARER.	Delaint data contained on this report, EEOC Form 462 complaints, for the reporting period October 1, 2001 the ERTIFYING OFFICIAL Acting Director. REPARER COMPLAINTS EXECUTIVE ASSIST.	2, Annual Federal Equation of the second september 30, Found Employment Or ant	portunity, CIA 12/18/02 Sec. 2002	cal
ED NAME AND TITLE OF CI NATURE OF CERTIFYING O ED NAME AND TITLE OF PE NATURE OF PREPARER.	olaint data contained on this report, EEOC Form 462 omplaints, for the reporting period October 1, 2001 the ERTIFYING OFFICIAL. Acting Director.	2, Annual Federal Equation of the second september 30, Found Employment Or ant	ual Employment Opportunity Statistic 2002 are accurate and complete apportunity, CIA	cal

EEOC FORM 462 (REVISED MAY 2002)

Appendix A - Comments



Part 12

Part XII.A.1&2, B, and D: All employees receive ADR orientation training; all employees may participate in ADR; as of today funding is unlimited for this program. However, the total number of employees is classified.

	(b)(2) (b)(3)
Title: AR (U) DISCIPLINE AND ACCOUNTABILITY	(h)(2
	(b)(2) (b)(3)

	(b)(2) (b)(3)
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		(b)(3
		(~)(

Approved for Release: 2022/03/31 C06803265 (b)(2) (b)(3)

(b)(2 (b)(3

(b)(2) (b)(3)

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Equal Employment Opportunity

Zero Tolerance of Harassment and Discrimination at CIA

CIA Director Statement on Zero Tolerance of Harassment and Discrimination at CIA

CIA does not tolerate harassment or discrimination of any kind. Both Agency policy and Federal law explicitly forbid harassment and discrimination and endorse equal employment opportunity regardless of race, religion, color, sex, national origin, age, or disability. In addition, Executive Order 11478, as amended, prohibits discrimination and harassment on the basis of sexual orientation or status as a parent.

The law outlines our duty to treat each employee with identical standards of fairness and to offer equal opportunity for advancement. This applies to all employment programs and processes as well as management decisions that include recruiting, hiring, promotion, training, and career development.

Our Agency has policies in place to ensure the quick and judicious handling of harassment allegations brought to the attention of management or the Office of Equal Employment Opportunity. As my predecessors did, I will hold supervisors and managers accountable for enforcing our zero-tolerance policy.

Moreover, every employee has the right to due process as outlined by civil rights statutes. Disciplinary action, including dismissal, may be applied to those who threaten or commit reprisals against anyone reporting an instance of discrimination or harassment.

Harassment and hostile work environments not only run counter to the values we have pledged to uphold, they are absolutely unproductive and undermine our effectiveness in pursuing CIA's mission. That is why each of us shares the responsibility to keep such behavior out of our Agency.

Michael V. Hayden General, USAF Director

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(b)(3)