

Central Intelligence Agency



Washington, D. C. 20505

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

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Sincerely,

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Michael J. Morell
Associate Deputy Director

Enclosures:
As stated

Mr. Danny K. Davis

Distribution:

Original: Addressee

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Speaker of the House
Chairman Select Committee on Intelligence
Vice Chairman Select Committee on
Intelligence
Chairman House Permanent Select Committee on
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Ranking Member House Permanent Select
Committee on Intelligence
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.² 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 time-frames 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 were no judgments that the Agency paid as a result of a finding of discrimination. During this time period, we had the following monetary settlements: in FY 2002 1 settlement [redacted] in FY 2003 no settlements; in FY 2004 6 settlements [redacted] in FY 2005 1 settlement [redacted] and in FY 2006 3 settlements [redacted]

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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

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

The CIA takes seriously its responsibility to provide a workplace that is free from discrimination and harassment and will continue to seek ways to improve in the area of EEO and diversity.

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Michael J. Morell

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CENTRAL INTELLIGENCE AGENCY
 NO FEAR REPORT
 FY 02 THROUGH FY 06

Complaint Activity	Comparative Data				
	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	Comparative Data				
	Previous Fiscal Year Data				
	2002	2003	2004	2005	2006
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	3	4	0	7	1
Color	0	0	3	1	0
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	0	0	0
Age	3	5	5	6	5
Disability	5	1	0	1	5
Non-EEO	0	0	0	0	0

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

Processing Time	Comparative Data				
	Previous Fiscal Year Data				
	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 in investigation stage	444	950	826	758	657
Complaint pending during fiscal year where hearing was not requested					
Average number of days 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 by Status	Comparative Data				
	Previous Fiscal Year Data				
	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					
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

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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 I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	21	21
1 COUNSELED WITHIN 30 DAYS	11	11
2. COUNSELED WITHIN 31 TO 90 DAYS	10	10
a COUNSELED WITHIN WRITTEN EXTENSION 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
4 COUNSELED DUE TO REMANDS	0	0
ADR INTAKE OFFICER		
	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
a COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
3 COUNSELED BEYOND 90 DAYS	0	0
COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C TOTAL COMPLETED/ENDED COUNSELINGS	21	21
1. COUNSELED WITHIN 30 DAYS	11	11
2 COUNSELED WITHIN 31 TO 90 DAYS	10	10
a COUNSELED WITHIN WRITTEN EXTENSION 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
4 COUNSELED DUE TO REMANDS	0	0
D COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1 ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	0	0
2 INITIATED DURING THE REPORTING PERIOD	21	21
3 COMPLETED/ENDED COUNSELINGS	21	21
a SETTLEMENTS (MONETARY AND NON-MONETARY)	0	0
b WITHDRAWALS/NO COMPLAINT FILED	6	6
c COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	13	13
d DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	2	2
4 COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	0	0

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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 I - PRE-COMPLAINT COUNSELING (CONTINUED)			PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE				
NON-ADR SETTLEMENTS	COUNSELINGS	INDIVIDUALS					
TOTAL	0	0					
PART II - FORMAL COMPLAINT ACTIVITIES			A. AGENCY RESOURCES				
					NUMBER	PERCENT	
20 A COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD			1 WORK FORCE				
			a TOTAL WORK FORCE		0		
			b PERMANENT EMPLOYEES		0		
12 B COMPLAINTS FILED			2 COUNSELOR		0		
			a FULL-TIME		0	0.00	
			b PART-TIME		0	0.00	
1 C REMANDS			c COLLATERAL DUTY		0	0.00	
33 D TOTAL COMPLAINTS (sum of lines A+B+C)			3 INVESTIGATOR		0		
			a FULL-TIME		0	0.00	
31 E COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED			b PART-TIME		0	0.00	
			c COLLATERAL DUTY		0	0.00	
22 F COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD							
2 G COMPLAINTS IN LINE D THAT WERE CONSOLIDATED			4 COUNSELOR/INVESTIGATOR		7		
			a FULL-TIME		7	100.00	
0 H COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD			b PART-TIME		0	0.00	
			c COLLATERAL DUTY		0	0.00	
11 I COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))			B. STAFF TRAINING				
					COUNSELORS		
					INVESTIGATORS		
					COUNS/INVESTIG		
					AGENCY	CONTRACT	
12 J INDIVIDUALS FILING COMPLAINTS					AGENCY	CONTRACT	
					AGENCY	CONTRACT	
1 K NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS			1 NEW STAFF - TOTAL		0	0	
			a STAFF RECEIVING REQUIRED 32 OR MORE HOURS		0	0	
			b STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF		0	0	
			c STAFF RECEIVING NO TRAINING AT ALL		0	0	
			2 EXPERIENCED STAFF - TOTAL		0	0	
			a STAFF RECEIVING REQUIRED 8 OR MORE HOURS		0	0	
			b STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF		0	0	
			c STAFF RECEIVING NO TRAINING AT ALL		0	0	
			C. REPORTING LINE				
			1 DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?			YES	NO
						X	
			2 IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?				
			PERSON				
			TITLE				
			3 WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?				
			PERSON				
			TITLE				
			4 WHO DOES THAT PERSON REPORT TO?				
			PERSON				
			TITLE				

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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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE
	RACE				COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY				
	AMER. INDIAN/ ALASKAN NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE		MENTAL	PHYSICAL			
A. APPOINTMENT/HIRE	0	0	0	0	0	1	0	0	1	0	1		0	1	0	4	2	2	
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	1	0	0		0	0	0	1	1	1	
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0		0	0	1	1	0	0	
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0		0	0	1	1	0	0	
5.																			
6.																			
7.																			
F. DUTY HOURS	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		0	0	0	0	0	0	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
I. HARASSMENT	0	0	0	0	0	0	2	0	2	0	0		3	1	1	9	9	7	
1. NON SEXUAL	0	0	0	0	0	0	2	0	1	0	0		3	1	1	8	8	6	
2. SEXUAL							0	0	1							1	1	1	
J. MEDICAL EXAMINATION	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	0	0	0	0	0	0	0	0	0	
L. PROMOTION/NON-SELECTION	0	0	2	0	0	0	1	0	0	0	0	0	0	0	1	6	6	2	
M. REASSIGNMENT	0	0	0	0	0	0	0	0	1	0	0		0	0	0	1	1	1	
1. DENIED	0	0	0	0	0	0	0	0	1	0	0		0	0	0	1	1	1	
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
N. REASONABLE ACCOMMODATION						0	0								0	0	0	0	
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	
U. OTHER (Please specify below)																			
1.																			
2.																			
3.																			
4.																			
5.																			
TOTAL ISSUES BY BASES	0	0	2	0	0	1	3	0	5	0	1	0	0	5	2	3			
TOTAL COMPLAINTS FILED BY BASES	0	0	1	0	0	1	3	0	5	0	1	0	0	5	2	3			
TOTAL COMPLAINANTS BY BASES	0	0	1	0	0	1	3	0	5	0	1	0	0	5	2	2			

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

PART VI - SUMMARY OF CLOSURES BY CATEGORY

		TOTAL NUMBER	TOTAL DAYS	AVERAGE 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 (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
(c) DISMISSAL OF COMPLAINTS		0	0	0.00

**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 VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE 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 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 ISSUANCE	0	0	0.00

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

(b)(3)

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
1 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	

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
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			
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
1. 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			

(b)(3)

(b)(3)

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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(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

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1 ADR OFFERED	9	9		
2 REJECTED BY COMPLAINANT	7	7		
3 REJECTED BY AGENCY	0	0		
4 TOTAL ACCEPTED INTO ADR	2	2		
C ADR RESOURCES 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		
4 MULTIPLE RESOURCES USED (Please specify)	0	0		
5				
6				
7				
D ADR ATTEMPTS 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
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				
f				
2 OPEN INVENTORY - ADR PENDING	0	0	0	0.00

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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(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 PHASE

		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD		0	0		
B. ADR ACTIONS IN COMPLAINT CLOSURES					
1	ADR OFFERED	6	6		
2	REJECTED BY COMPLAINANT	4	4		
3	REJECTED BY AGENCY	0	0		
4	TOTAL ACCEPTED INTO ADR	2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (1+2+3+4+5+6+7)					
1	INHOUSE	2	2		
2	ANOTHER FEDERAL AGENCY	2	2		
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					
7					
D. ADR ATTEMPTS IN COMPLAINT CLOSURES (1+2+3+4+5+6+7+8+9+10+11+12)					
1	MEDIATION	2	2	79	39.50
2	SETTLEMENT CONFERENCES	2	2	79	39.50
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
9	MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10					
11					
12					
E. STATUS OF CASES					
1	TOTAL CLOSED (a+b+c+d+e+f)	2	2	79	39.50
a	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b	WITHDRAWAL FROM EEO PROCESS	1	1	64	64.00
c	NO RESOLUTION	1	1	15	15.00
d	NO ADR ATTEMPT	0	0	0	0.00
e					
f					
2	OPEN INVENTORY - ADR PENDING	0	0	0	0.00
F. BENEFITS RECEIVED					
1	MONETARY (INSERT TOTAL)	0	0		
a	COMPENSATORY DAMAGES	0	0		
b	BACKPAY/FRONTPAY	0	0		
c	LUMP SUM	0	0		
d	ATTORNEY'S FEES AND COSTS	0	0		
e					
f					
g					
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		
i	APOLOGY	0	0		
j					
k					
l					

(b)(3)

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

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

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PART I - PRE-COMPLAINT COUNSELING

(b)(3)

EEO COUNSELOR		
	COUNSELINGS	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	2	2
3. COUNSELED BEYOND 90 DAYS	3	3
4. COUNSELED DUE TO REMANDS	0	0
ADR INTAKE OFFICER		
	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		
	COUNSELINGS	INDIVIDUALS
C. 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	2	2
3. COUNSELED BEYOND 90 DAYS	3	3
4. COUNSELED DUE TO REMANDS	0	0
D. COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	3	3
2. INITIATED DURING THE REPORTING PERIOD	36	36
3. COMPLETED/ENDED COUNSELINGS	39	39
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	3	3
b. WITHDRAWALS/NO COMPLAINT FILED	15	15
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	21	21
d. DECISIONS TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	0	0

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PART I - PRE-COMPLAINT COUNSELING (CONTINUED)

I. NON-ADR SETTLEMENTS	COUNSELINGS	INDIVIDUALS
TOTAL	3	3

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

PART II - FORMAL COMPLAINT ACTIVITIES

18	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
21	B. COMPLAINTS FILED
1	C. REMANDS
40	D. TOTAL COMPLAINTS (sum of lines A+B+C)
34	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
16	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
6	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
4	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
20	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
21	J. INDIVIDUALS FILING COMPLAINTS
3	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

A. AGENCY RESOURCES

	NUMBER	PERCENT
1 WORK FORCE		
a TOTAL WORK FORCE	0	
b PERMANENT EMPLOYEES	0	
2 COUNSELOR	0	
a FULL-TIME	0	0.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00
3 INVESTIGATOR	0	
a FULL-TIME	0	0.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00
4 COUNSELOR/INVESTIGATOR	7	
a FULL-TIME	7	100.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00

B. STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1 NEW STAFF - TOTAL	0	0	0	0	3	0
a STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	0	0
b STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	1	0
c STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	2	0
2 EXPERIENCED STAFF - TOTAL	0	0	0	1	4	0
a STAFF RECEIVING REQUIRED 8 OR MORE HOURS	0	0	0	1	4	0
b STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1 DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?

YES	NO
	X

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

PERSON

TITLE Executive Director (b)(3)
(b)(6)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

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PART V - SUMMARY OF CLOSURES BY STATUTE

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

- | | |
|----|--|
| 17 | 1. TITLE VII |
| 3 | 2. AGE DISCRIMINATION 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 NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	20	9778	488.90
1 WITHDRAWALS (a+b)	1	151	151.00
a NON-ADR WITHDRAWALS	1	151	151.00
b ADR WITHDRAWALS	0	0	0.00
2 SETTLEMENTS (a+b)	1	271	271.00
a NON-ADR SETTLEMENTS	1	271	271.00
b ADR SETTLEMENTS	0	0	0.00
3 FINAL AGENCY ACTIONS (B+C)	18	9356	519.78
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> 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 <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	6	7393	
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	
(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
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

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PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

		Total Number	Total Days	Average 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	(2a+2b)	3	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	(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 ISSUANCE		0	0	0.00

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 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	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.	

(b)(3)

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AGENCY OR DEPARTMENT: Central Intelligence Agency..

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PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	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

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	8	1645	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	6	1212	202.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	4	700	175.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	2	512	256.00
1. TIMELY COMPLETED INVESTIGATIONS	1	231	231.00
2. UNTIMELY COMPLETED INVESTIGATIONS	1	281	281.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. COST OF AGENCY INVESTIGATIONS (b)(3)			
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (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	2	433	216.50
1. TIMELY COMPLETED INVESTIGATIONS	1	203	203.00
2. UNTIMELY COMPLETED INVESTIGATIONS	1	230	230.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. COST OF CONTRACTOR INVESTIGATIONS (b)(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 2005

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	0	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	27	27		
2. REJECTED BY COMPLAINANT	24	24		
3. REJECTED BY AGENCY	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		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	3	3		
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)	3	3	61	20.33
1. MEDIATION	3	3	61	20.33
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. OMBUDS	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	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
b. 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.				
f.				
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00

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 2005

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1 ADR OFFERED	16	16		
2 REJECTED BY COMPLAINANT	14	14		
3 REJECTED BY AGENCY	0	0		
4 TOTAL ACCEPTED INTO ADR	2	2		
C. RESOURCES USED (1+2+3+4+5+6+7)	2	2		
1 INHOUSE	0	0		
2 ANOTHER FEDERAL AGENCY	0	0		
3 PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	2	2		
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)	2	2	60	30.00
1. MEDIATION	2	2	60	30.00
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 OMBUDS	0	0	0	0.00
7 MINI-TRIALS	0	0	0	0.00
8 PEER REVIEW	0	0	0	0.00
9 MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10				
11				
12				
E. STATUS OF CASES				
1 TOTAL CLOSED (a+b+c+d+e+f)	2	2	60	30.00
a SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c NO RESOLUTION	2	2	60	30.00
d				
e				
f				
2 OPEN INVENTORY - ADR PENDING	0	0	0	0.00
F. BENEFITS RECEIVED				
1 MONETARY (INSERT TOTAL)	0	0		
a COMPENSATORY DAMAGES	0	0		
b BACKPAY/FRONTPAY	0	0		
c LUMP SUM	0	0		
d. ATTORNEY'S FEES AND COSTS	0	0		
e				
f				
g				
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		
i APOLOGY	0	0		
j				
k				
l				

(b)(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 2005

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

A. BASIC ADR ORIENTATION TRAINING

NUMBER IN TOTAL WORKFORCE TRAINED BY END OF REPORTING PERIOD

1.	MANAGERS	0	0
2.	EMPLOYEES	0	0

B. MANAGERS AND EMPLOYEES IN TOTAL WORKFORCE THAT CAN PARTICIPATE IN ADR

NUMBER IN TOTAL WORKFORCE 100

C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR

1.	FULL TIME	3	
2.	PART TIME	0	
3.	COLLATERAL DUTY	0	
		3	

D. ADR FUNDING SPENT

(b)(3)

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2004 through September 30, 2005 are accurate and complete

(b)(3)

(b)(6)

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL

SIGNATURE OF CERTIFYING OFFICIAL

TYPED NAME AND TITLE OF PREPARER

SIGNATURE OF PREPARER

DATE: 11/22/2005

TELEPHONE NUMBER

E-MAIL

This report is due to the following address on or before October 31st.

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

U S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507

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

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 GENERAL 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 2004

PART I - PRE-COMPLAINT COUNSELING

(b)(3)

EEO COUNSELOR		
	COUNSELINGS	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 EXTENSION PERIOD NO LONGER THAN 60 DAYS	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		
	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		
	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
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
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

**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 2004

PART I - PRE-COMPLAINT COUNSELING (CONTINUED)

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

I. NON-ADR SETTLEMENTS	COUNSELINGS	INDIVIDUALS
TOTAL	0	0

A. AGENCY RESOURCES

PART II - FORMAL COMPLAINT ACTIVITIES

25	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
14	B. COMPLAINTS FILED
1	C. REMANDS
40	D. TOTAL COMPLAINTS (sum of lines A+B+C)
30	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
18	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
10	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
4	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
18	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
14	J. INDIVIDUALS FILING COMPLAINTS
5	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

	NUMBER	PERCENT
1 WORK FORCE		
a TOTAL WORK FORCE	0	
b PERMANENT EMPLOYEES	0	
2 COUNSELOR	0	
a FULL-TIME	0	0.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00
3 INVESTIGATOR	0	
a FULL-TIME	0	0.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00
4 COUNSELOR/INVESTIGATOR	6	
a FULL-TIME	6	100.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00

B. STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1 NEW STAFF - TOTAL	0	0	0	0	1	0
a STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	1	0
b STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO 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	0	1	5	0
a STAFF RECEIVING REQUIRED 8 OR MORE HOURS	0	0	0	1	5	0
b STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1 DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?

YES	NO
	x

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

PERSON

TITLE Executive Director/CIA

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

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 2004

PART V - SUMMARY OF CLOSURES BY STATUTE

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

22	1. TITLE VII
6	2. AGE DISCRIMINATION 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 OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

		TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES	(1+2+3)	22	15303	695.59
1. WITHDRAWALS	(a+b)	0	0	0.00
a. NON-ADR WITHDRAWALS		0	0	0.00
b. ADR WITHDRAWALS		0	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 <i>WITHOUT</i> 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 <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	4	2949	
1. AJ DECISION FULLY IMPLEMENTED	(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+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
(c) DISMISSAL OF COMPLAINTS		0	0	0.00

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 2004

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

		Total Number	Total Days	Average Days
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)		2	121	60.50
1. 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 ISSUANCE		0	0	0.00

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

	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	0
9. TRAINING/TUITION/ETC.	0
10. LEAVE RESTORED	0
11. other lump sum	6
12.	
13.	

(b)(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 2004

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	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)	18	10526		
1. COMPLAINTS PENDING ACKNOWLEDGMENT	0	0	0.00	0
2. COMPLAINTS PENDING INVESTIGATION	5	353	70.60	175
3. COMPLAINTS PENDING IN HEARINGS	12	9914	826.17	1441
4. COMPLAINTS PENDING A FINAL AGENCY DECISION/ACTION	1	259	259.00	330

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	TOTAL	TOTAL DAYS	AVERAGE DAYS
(1+3)	5	1223	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	3	857	285.67
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	2	493	246.50
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	2	493	246.50
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	364	364.00
2. COST OF AGENCY INVESTIGATIONS	(b)(3)		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	2	366	183.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	1	157	157.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	1	209	209.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	1	209	209.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. COST OF CONTRACTOR INVESTIGATIONS	(b)(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 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	0	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	38	38		
2. REJECTED BY COMPLAINANT	32	32		
3. REJECTED BY AGENCY	5	5		
4. 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		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	1	1		
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)	1	1	1	1.00
1. MEDIATION	1	1	1	1.00
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.				
E. STATUS OF CASES	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	0	0	0	0.00
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	0	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..

REPORTING PERIOD: FY 2004

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD		0	0		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD					
1	ADR OFFERED	15	15		
2	REJECTED BY COMPLAINANT	9	9		
3	REJECTED BY AGENCY	5	5		
4	TOTAL ACCEPTED INTO ADR	1	1		
C. RESOURCES USED (1+2+3+4+5+6+7)					
1	INHOUSE	1	1		
2	ANOTHER FEDERAL AGENCY	1	1		
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					
7					
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)					
1	MEDIATION	1	1	1	1.00
2	SETTLEMENT CONFERENCES	1	1	1	1.00
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
9	MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES					
1	TOTAL CLOSED (a+b+c+d+e+f)	1	1	1	1.00
a	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b	WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c	NO RESOLUTION	1	1	1	1.00
d					
e					
f					
2	OPEN INVENTORY - ADR PENDING	0	0	0	0.00
F. BENEFITS RECEIVED					
1	MONETARY (INSERT TOTAL)	0	0		
a.	COMPENSATORY DAMAGES	0	0		
b	BACKPAY/FRONTPAY	0	0		
c	LUMP SUM	0	0		
d	ATTORNEY'S FEES AND COSTS	0	0		
e					
f.					
g.					
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		
i	APOLOGY	0	0		
j					
k					
l					

(b)(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 2004

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER	TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	0	0
2.	EMPLOYEES	0	0
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		0	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		NUMBER	
1.	FULL TIME	4	
2.	PART TIME	0	
3.	COLLATERAL DUTY	1	
		3	
D. ADR FUNDING SPENT			

(b)(3)

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2003 through September 30, 2004 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: [Redacted] Director

SIGNATURE OF CERTIFYING OFFICIAL: [Redacted] (b)(3)

TYPED NAME AND TITLE OF PREPARER: [Redacted] (b)(6)

SIGNATURE OF PREPARER: [Redacted]

DATE 1/18/2005 TELEPHONE NUMBER [Redacted] E-MAIL [Redacted]

This report is due to the following address on or before October 31st:

(b)(3) U.S. Equal Employment Opportunity Commission (b)(3)
 Office of Federal Operations (b)(6)
 Federal Sector Programs
 1801 L Street, NW
 Washington, DC 20507

Appendix A - Comments

Part 6

Includes 4 cases that were remanded after hearing and 1 case that was remanded before hearing after 1358 days.

Part 7

n/a
n/a

Part 8

Complaints pending in hearings await dates from EEOC.
Expectation is to complete investigations in 180 days and require additional 30 days for redaction.

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

Part 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 10

Error instruction is unclear. We had no pending ADR from last reporting period.
disregard comment.

Part 11

There were no ADR cases pending from the previous reporting period.

Part 12

The Agency workforce numbers is classified and we cannot provide the numbers for this report.
Contract mediators as needed.

**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 2003

PART I - PRE-COMPLAINT COUNSELING

(b)(3)

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		
	COUNSELINGS	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
COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COUNSELED	29	27
1. COUNSELED WITHIN 30 DAYS	13	13
2. COUNSELED WITHIN 31 TO 90 DAYS	10	10
3. COUNSELED BEYOND 90 DAYS	6	5
4. COUNSELED DUE TO REMANDS	0	0
D. COUNSELING THAT DID NOT RESULT IN FILING OF COMPLAINT		
	COUNSELINGS	INDIVIDUALS
TOTAL	16	16
1. EEO COUNSELOR	15	15
2. ADR INTAKE OFFICER	1	1

**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 2003

PART II FORMAL COMPLAINT ACTIVITIES

PART III AGENCY RESOURCES, TRAINING, REPORTING LINE

25	A	COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
13	B	COMPLAINTS FILED
1	C	REMANDS
39	D	TOTAL COMPLAINTS (sum of Lines A+B+C)
35	E	COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
14	F	COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
4	G	COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
0	H	COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
25	I	COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
12	J	INDIVIDUALS FILING COMPLAINTS
2	K	NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

A. AGENCY RESOURCES

	NUMBER	PERCENT
1 WORK FORCE		
a TOTAL WORK FORCE	0	
b PERMANENT EMPLOYEES	0	
2 COUNSELOR	0	
a FULL-TIME	0	0.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00
3 INVESTIGATOR	2	
a FULL-TIME	0	0.00
b PART-TIME	2	100.00
c COLLATERAL DUTY	0	0.00
4 COUNSELOR/INVESTIGATOR	6	
a FULL-TIME	6	100.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00

B. STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	0	0	0	0	1	0
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	1	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO 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	0	2	5	0
a STAFF RECEIVING REQUIRED 8 OR MORE HOURS	0	0	0	2	5	0
b STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1 DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?

YES	NO
X	

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

PERSON _____

TITLE _____

**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 2003

PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE	
	RACE				RELIGION	REPRISAL	SEX			EQUAL PAY ACT		MENTAL	PHYSICAL				
	AMER INDIAN/ALASKAN NATIVE	ASIAN/PACIFIC ISLANDER	BLACK	WHITE			COLOR	MALE	FEMALE	HISPANIC							OTHER
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4. REMOVAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5.																	
6.																	
7.																	
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
G. EVALUATION/APPRaisal	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
I. HARASSMENT	0	4	0	0	0	0	0	0	0	0	2	8	0	0	0	0	
1. NON SEXUAL	0	4	0	0	0	0	0	0	0	0	2	8	0	0	0	0	
2. SEXUAL																	
J. MEDICAL EXAMINATION	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	0	0	0	0	0	0	0	
L. PROMOTION/SELECTION	0	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0	
M. REASSIGNMENT	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1. DENIED	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
N. REASONABLE ACCOMMODATION																	
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
R. TERMS/CONDITIONS OF EMPLOYMENT	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
U. OTHER (PLEASE SPECIFY BELOW)																	
1.																	
2.																	
3.																	
4.																	
5.																	
TOTAL ISSUES BY BASES	0	13	6	0	0	0	0	0	0	0	20	2	18	3	1	0	
TOTAL COMPLAINTS FILED BY BASES	0	2	2	0	0	0	0	0	0	0	4	1	5	1	1	0	
TOTAL COMPLAINTS BY BASES	0	2	2	0	0	0	0	0	0	0	3	1	5	1	1	0	

**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 2003

PART V - SUMMARY OF CLOSURES BY STATUTE

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

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

B. TOTAL BY STATUTES

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

PART VI SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	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
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	11	2684	[REDACTED]
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 WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)	2	2144	[REDACTED]
1. AJ DECISION FULLY IMPLEMENTED (a+b)	2	2144	[REDACTED]
(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	[REDACTED]
(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

**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 2003

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

	NUMBER		
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	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		
F. TYPES OF CORRECTIVE ACTION	NUMBER WITH	NUMBER WITH	
	MONETARY BENEFITS	NON-MONETARY BENEFITS	
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.			

(b)(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 2003

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	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)	25	19978		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	3	459	153.00	210
3. COMPLAINTS PENDING IN HEARINGS	20	19019	950.95	1985
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	2	500	250.00	271

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	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	0	0.00
4 COST OF CONTRACTOR INVESTIGATIONS			

(b)(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 2003

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	0	
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1 ADR OFFERED	28	26		
2 REJECTED BY INDIVIDUAL	27	25		
3 REJECTED BY AGENCY	0	0		
4 TOTAL ACCEPTED INTO ADR	1	1		
C. RESOURCES USED (1+2+3+4+5+6+7)	1	1		
1 INHOUSE	1	1		
2 ANOTHER FEDERAL AGENCY	0	0		
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				
7				
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	1	1	121	121.00
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				
E. 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
e				
f				
2 OPEN INVENTORY - ADR PENDING	0	0	0	0.00

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 2003		
PART XI SUMMARY OF ADR PROGRAM ACTIVITIES				
FORMAL PHASE				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	0	0		
2. REJECTED BY COMPLAINANT	0	0		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	0	0		
C. RESOURCES USED (1+2+3+4+5+6+7)	0	0		
1. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
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.				
7.				
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	0	0	0	0.00
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. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	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	0	0	0.00
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b. WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c. NO RESOLUTION	0	0	0	0.00
d.				
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS		
1. MONETARY (INSERT TOTAL)	0	0		
a. COMPENSATORY DAMAGES	0	0		
b. BACKPAY/FRONTPAY	0	0		
c. LUMP SUM	0	0		
d. ATTORNEY'S FEES AND COSTS	0	0		
e.				
f.				
g.				
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		
i. APOLOGY	0	0		
j.				
k.				
l.				

(b)(3)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS <small>(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)</small>		
AGENCY OR DEPARTMENT: Central Intelligence Agency..		REPORTING PERIOD: FY 2003
PART XII SUMMARY OF ADR PROGRAM ACTIVITIES		
TRAINING AND RESOURCES		
A. BASIC ADR ORIENTATION TRAINING		NUMBER
		TRAINED
1	MANAGERS	0
2	EMPLOYEES	0
		NUMBER
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		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 CONTACT INFORMATION		
I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2002 through September 30, 2003 are accurate and complete		
TYPED NAME AND TITLE OF CERTIFYING OFFICIAL		EEO
SIGNATURE OF CERTIFYING OFFICIAL		
TYPED NAME AND TITLE OF PREPARER		EEOC Compliance Officer
SIGNATURE OF PREPARER		
DATE	TELEPHONE NUMBER	E-MAIL
10/30/2003		
This report is due to the following address on or before October 31st <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;">(b)(3)</div> <div style="width: 40%; text-align: center;"> U.S. Equal Employment Opportunity Commission Office of Federal Operations Federal Sector Programs 1801 L Street, NW Washington, DC 20507 </div> <div style="width: 30%; text-align: right;"> (b)(3) (b)(6) </div> </div>		
<div style="display: flex; justify-content: space-between;"> <div style="width: 30%;">(b)(3) (b)(6)</div> <div style="width: 40%; text-align: center;">(b)(3) (b)(6)</div> <div style="width: 30%;"></div> </div>		

(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 3

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.

VIII.A.3: Individual A.3, EEO Case

VIII A.4. Individual A.4, EEO Case

(b)(3)

Part 9

Data is correct

Data is correct

Data is correct.

Part 10

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.

**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 2002

PART I PRE-COMPLAINT COUNSELING

COUNSELING

31 A. TOTAL NUMBER OF INDIVIDUALS COUNSELED

14 1. NUMBER OF INDIVIDUALS COUNSELED WITHIN 30 DAYS

12 2. NUMBER OF INDIVIDUALS COUNSELED WITHIN 31 TO 90 DAYS

5 3. NUMBER OF INDIVIDUALS COUNSELED BEYOND 90 DAYS

0 4. NUMBER OF INDIVIDUALS COUNSELED DUE TO REMANDS

NON-ADR SETTLEMENTS DURING COUNSELING

B. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

(b)(3)	Number	
	0	1. COMPENSATORY DAMAGES
	0	2. BACKPAY/FRONTPAY
	0	3. LUMP SUM PAYMENT
	0	4. ATTORNEYS FEES AND COSTS
		5.
		6.
	7.	

2 C. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

PART III AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY RESOURCES

	NUMBER	PERCENT
1 WORK FORCE		
a TOTAL WORK FORCE	0	
b PERMANENT EMPLOYEES	0	
2 COUNSELOR	0	
a FULL-TIME	0	0.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00
3 INVESTIGATOR	2	
a FULL-TIME	0	0.00
b PART-TIME	2	100.00
c COLLATERAL DUTY	0	0.00
4 COUNSELOR/INVESTIGATOR	6	
a FULL-TIME	6	100.00
b PART-TIME	0	0.00
c COLLATERAL DUTY	0	0.00

B. STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1 NEW STAFF - TOTAL	0	0	0	0	0	0
a STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
b STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0		0		0	
c STAFF RECEIVING NO TRAINING AT ALL	0		0		0	
2 EXPERIENCED STAFF - TOTAL	0		0	2	6	0
a STAFF RECEIVING REQUIRED 8 OR MORE HOURS	0		0	2	6	0
b STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0		0		0	
c STAFF RECEIVING NO TRAINING AT ALL	0		0		0	

C. REPORTING LINE

1 DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?

YES	NO
X	

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

PERSON

TITLE

PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										AGE	DISABILITY MENTAL	DISABILITY PHYSICAL	TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE <<NEW>>	TOTAL COMPLAINTS BY ISSUE <<NEW>>				
	RACE				COLOR		RELIGION	REPRISAL	SEX								NATIONAL ORIGIN		EQUAL PAY ACT	
	AMER. INDIAN/ ALASKAN NATIVE	AMER. ASIAN/ PACIFIC ISLANDER	BLACK	WHITE	BLACK	WHITE			MALE	FEMALE							HISPANIC	OTHER	MALE	FEMALE
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	1	1
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. REVOCATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.																				
6.																				
7.																				
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/PRAISE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I. HARASSMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. NON-SEXUAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. SEXUAL																				
J. MEDICAL EXAMINATION	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1. DENIED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. DIRECTED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N. REASONABLE ACCOMMODATION																				
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T. TRAINING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
U. OTHER (Please specify below)																				
1.																				
2.																				
3.																				
4.																				
5.																				
TOTAL ISSUES BY BASIS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL COMPLAINTS FILED BY BASIS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL COMPLAINTS BY BASIS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PART V SUMMARY OF CLOSURES BY STATE

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

- 10 1. TITLE VII
- 4 2. AGE DISCRIMINATION 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 OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)

PART VI SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	14	4459	318.50
1. WITHDRAWALS	2	428	214.00
2. SETTLEMENTS	1	606	606.00
3. FINAL AGENCY DECISIONS (B+C)	11	3425	311.36
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	11	3425	311.36
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	0.00
1. AJ DECISION FULLY IMPLEMENTED (a+b)	0	0	0.00
(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	0.00
(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

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	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
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS	1
F. TYPES OF CORRECTIVE ACTION	NUMBER 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	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

(b)(3)

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	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)	25	8704		
1 COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2 COMPLAINTS PENDING IN INVESTIGATION	5	631	126.20	155
3. COMPLAINTS PENDING IN HEARINGS	16	7109	444.31	949
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	4	964	241.00	341

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

	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	2	878	439.00
2 COST OF AGENCY INVESTIGATIONS (b)(3)			
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)

PART X SUMMARY OF ADR PROGRAM ACTIVITIES				
INFORMAL PHASE (PRE-COMPLAINT)				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. INDIVIDUALS COUNSELED THROUGH ADR	0	0		
C. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED	31	29		
2. REJECTED BY COMPLAINANT	28	26		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	3	3		
D. RESOURCES USED (1+2+3+4+5+6+7)	3	3		
1. INHOUSE	1	1		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL	2	2		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.				
6.				
7.				
E. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)	3	3	305	101.67
1. MEDIATION	3	3	305	101.67
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. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.				
11.				
12.				
F. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	3	3	305	101.67
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	86	86.00
b. NO FORMAL COMPLAINT FILED	0	0	0	0.00
c. NO RESOLUTION	2	2	219	109.50
d.				
e.				
f.				
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00
G. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS		
1. MONETARY (INSERT TOTAL)	1	1		
a. COMPENSATORY DAMAGES	0	0		
b. BACKPAY/FROTPAY	1	1		
c. LUMP SUM	0	0		
d. ATTORNEY'S FEES AND COSTS	0	0		
e.				
f.				
g.				
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		
i. APOLOGY	0	0		
j.				
k.				
l.				

(b)(3)

**PART XII SUMMARY OF ADR PROGRAM ACTIVITIES
TRAINING AND RESOURCES**

A. BASIC ADR ORIENTATION TRAINING		NUMBER	TRAINED
1.	MANAGERS	0	0
2.	EMPLOYEES	0	0
		NUMBER	
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		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		(b)(3)	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2001 through September 30, 2002 are accurate and complete

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: (b)(3) Acting Director, Equal Employment Opportunity, CIA

SIGNATURE OF CERTIFYING OFFICIAL: (b)(3) 12/18/02

TYPED NAME AND TITLE OF PREPARER: (b)(3) complaints executive assistant

SIGNATURE OF PREPARER: (b)(3) 18 Dec 2002

DATE 12/18/2002 TELEPHONE NUMBER (b)(3) E-MAIL (b)(3)

This report is due to the following address on or before October 31st

(b)(3)	(b)(3)	U.S. Equal Employment Opportunity Commission	(b)(3)
(b)(6)	(b)(6)	Office of Federal Operations	(b)(6)
		Federal Sector Programs	
		1801 L Street, NW	
		Washington, DC 20507	

Appendix A - Comments

Part 1

Data is correct

Part 2

Data is correct.

Part 3

Part III.A1. Work Force. This number is classified information.

Part 6

Data is correct

Data is correct.

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. Oldest case pending hearing: Hearing requested 2/24/00.

Data is correct.

Part 9

Data is correct.

Data is correct.

Part 10

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

Data is correct.

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.

[Redacted]

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

Title: AR [Redacted] (U) DISCIPLINE AND ACCOUNTABILITY

[Redacted]

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

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

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



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

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



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

Central Intelligence Agency
The Work of a Nation. The Center of Intelligence



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

- Privacy
- Copyright
- Site Policies
- USA.gov
- FOIA
- DNI.gov

(b)(3)