

Central Intelligence Agency

Notification and Federal Employee
Antidiscrimination and Retaliation Act of 2002

Annual Report for the Fiscal Years
2007 and 2006



No FEAR Act's Annual Report for the Fiscal Years 2007 and 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 for their actions. 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) 2007 and 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 FY 2007, the Agency had 24 formal complaints and 12 in FY 2006. Yet, even with the rise in 2007, the Agency is still well below the industry average.² It should be further noted that the Agency is pleased by this upward swing given that it is likely the result of the intentional emphasis placed on the EEO office as a critical resource in the success of the Agency's mission. Any officer, who is

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 industry standards, less than 30 formal complaints per year is considered extremely low for any mid to large size Federal agency.

troubled by an issue of unfairness related to EEO, even if the issue is only one of perception, cannot truly be focused on his or her mission until that issue is resolved. Thus, it becomes crucial that officers feel empowered to be agents of change by bringing both real and perceived EEO issues to the Agency's attention without fear of reprisal. It is important to note that while the Agency's complaint numbers doubled there was not a single finding of discrimination in 2007 or 2006.

The Agency attributes its great statistics to the fact that the Agency has made a commitment from the highest level of management with regard to EEO and Diversity, to include having two senior officers overseeing these important areas. The Director of OEEO and the Special Assistant to the Director of CIA (DCIA) for Diversity Plans and Programs (DPP) both report to the DCIA 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 discriminatory.

The CIA consistently has taken a pro-active approach with regard to identifying and eliminating barriers that typically lead to EEO complaints. In FY 2007 and 2006, the Agency implemented several programs that promoted workforce inclusiveness and appreciation for cultural and individual differences. These programs included: No Fear Training, Diversity Leadership Working Group, Diversity Learning Summit, Leadership Development Program, the Diversity Leadership Speakers Series, Agency Mentoring program, training for managers who supervise disabled employees, and engagement with senior leadership by DPP and OEEO staffs on various EEO and Diversity programs.

The Agency also believes that early intervention has played a significant role in the Agency's EEO success. 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 FY 2007 and 2006, there were no complaints that exceeded required time frames for counseling and investigations.

Sex, reprisal and disability were the leading bases for the CIA's EEO complaints in 2007 and 2006. The Agency is closely monitoring sex cases as they increased from 6 in 2006 to 11 in 2007. The Agency believes that the newly created Leadership Development Program will provide more resources to better identify management, training, and promotional issues that face women and minorities. The Agency is also developing an initiative to provide an EEO check-up to newly promoted GS-13 officers as another tool to help identify where women, and minorities, may be disengaging from leadership and growth opportunities. The Agency is also monitoring reprisal cases as they increased from 3 in FY 2006 to 7 in FY 2007. In addition to emphasizing and advertising EEO programs, the Agency is also initiating a program where senior officers will participate in a mandatory strategy session on ways to eliminate the perception of reprisal that some officers hold. 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 no findings of discrimination.

For FY 2007 and 2006, there were no employees that were disciplined based upon a finding of discrimination resulting from an EEO complaint. 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 2007, 5 employees were disciplined and 8 employees in FY 2006. The discipline ranged from oral warnings to letters of reprimand. It is Agency policy for management to consult with CIA OEEEO on such cases to ensure equitable and consistent treatment across the Agency.

For FY 2007 and FY 2006, there were no judgments that the Agency paid as a result of a finding of discrimination. For FY 2007, there were no monetary settlements. In FY 2006, the Agency had 3 settlements

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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

Complaint Activity	Comparative Data				
	Previous Fiscal Year Data				
	2003	2004	2005	2006	2007
Number of Complaints Filed	13	14	21	12	24
Number of Complainants	12	14	21	11	23
Repeat Filers	1	0	0	1	2

Complaints by Basis	Comparative Data				
	Previous Fiscal Year Data				
	2003	2004	2005	2006	2007
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	19	10	7	2	5
Color	0	1	1	0	1
Religion	0	2	2	1	3
Reprisal	20	6	5	3	7
Sex	20	15	12	6	11
National Origin	4	4	1	1	4
Equal Pay Act	0	0	0	0	0
Age	27	12	5	4	4
Disability	2	0	1	6	7
Non-EEO	0	0	0	0	0

Complaints by Issue	Comparative Data				
	Previous Fiscal Year Data				
	2003	2004	2005	2006	2007
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>					
Appointment/Hire	3	5	1	4	0
Assignment of Duties	1	3	4	1	9
Awards	0	0	1	1	2
Conversion to Full-time	0	0	0	0	0
Disciplinary Action					
Demotion	2	0	0	0	0
Reprimand	1	7	2	1	0
Removal	1	0	0	0	1
Suspension	0	1	0	0	0
Other	0	0	1	0	1
Duty Hours	1	0	0	0	0
Evaluation Appraisal	1	1	2	0	3
Examination/Test	0	0	0	0	0
Harassment					
Non-Sexual	7	7	4	9	7
Sexual	0	0	2	1	2
Medical Examination	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1
Promotion/Non-Selection	4	4	7	6	8
Reassignment					
Denied	1	0	1	1	3
Directed	0	0	1	0	1
Reasonable Accommodation	0	0	0	0	1
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	0
Termination	0	3	2	0	1
Terms/Conditions of Employment	3	11	2	0	1
Time and Attendance	0	0	0	0	1
Training	2	1	1	2	2
Other	0	4	3	2	0

Processing Time	Comparative Data				
	Previous Fiscal Year Data				
	2003	2004	2005	2006	2007
Complaints pending during fiscal year					
Average number of days in investigation stage	153	71	112	145	173

Complaint pending during fiscal year where hearing was requested					
Average number of days in investigation stage	950	826	758	657	296
Complaint pending during fiscal year where hearing was not requested					
Average number of days in investigation stage	250	259	897	396	183

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				
	2003	2004	2005	2006	2007
Total Complaints Dismissed by Agency	4	8	5	4	3
Average days pending prior to dismissal	34	59	31	63	17
Complaints Withdrawn by Complainants					
Total Complaints Withdrawn by Complainants	1	0	1	2	3

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data				
	Previous Fiscal Year Data				
	2003	2004	2005	2006	2007
Total complaints from previous Fiscal Years	18	12	9	4	3
Total Complainants	14	10	8	4	19
Number complaints pending					
Investigation	0	0	0	6	12
Hearing	18	12	7	3	6
Final Action	0	0	0	2	1
Appeal with EEOC Office of Federal Operations	0	0	2	0	1

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				
	2003	2004	2005	2006	2007
Pending Complaints Where Investigations Exceeds Required Time Frames	3	1	4	3	0

AL 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 2007

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	30	28
1. COUNSELED WITHIN 30 DAYS	16	14
2. COUNSELED WITHIN 31 TO 90 DAYS	14	14
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	12	12
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	2	2
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0
ADR INTAKE OFFICER		
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
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0
COMBINED TOTAL		
C. TOTAL COMPLETED/ENDED COUNSELINGS	30	28
1. COUNSELED WITHIN 30 DAYS	16	14
2. COUNSELED WITHIN 31 TO 90 DAYS	14	14
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	12	12
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	2	2
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0
D. COUNSELING ACTIVITIES		
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	0	0
2. INITIATED DURING THE REPORTING PERIOD	36	34
3. COMPLETED/ENDED COUNSELINGS	30	28
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	0	0
b. WITHDRAWALS/NO COMPLAINT FILED	6	4
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	22	22
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	6	6

EEOC FORM 462 (REVISED MAY 2007)

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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 2007

PART II - FORMAL COMPLAINT ACTIVITIES

11 A. COMPLAINTS ON HAND AT THE BEGINNING
OF THE REPORTING PERIOD

24 B. COMPLAINTS FILED

2 C. REMANDS

2 C.1. REMANDS (NOT INCLUDED IN A. OR B.)

0 C.2. REMANDS (INCLUDED IN A. OR B.)

37 D. TOTAL COMPLAINTS

37 E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED

16 F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

0 G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED

0 H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

21 I. COMPLAINTS ON HAND AT THE END OF THE
REPORTING PERIOD (Line D - (sum of Lines F+H))

2 J. INDIVIDUALS FILING COMPLAINTS

0 K. NUMBER OF JOINT PROCESSING UNITS FROM
CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**A. AGENCY & CONTRACT RESOURCES**

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

B. AGENCY & CONTRACT 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	0	0	0	0	0	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	7	0
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	0	0	0	1	7	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:

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO
PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: (b)(3)
TITLE: Director

4. WHO DOES THAT PERSON REPORT TO?
PERSON: Michael V. Hayden
TITLE: Director of CIA

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ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2007

PART V - SUMMARY OF CLOSURES BY STATUTE

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

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

B. TOTAL BY STATUTES

18 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)	16	4413	275.81
1. WITHDRAWALS		3	238	79.33
a. NON-ADR WITHDRAWALS		3	238	79.33
b. ADR WITHDRAWALS		0	0	0.00
2. SETTLEMENTS		0	0	0.00
a. NON-ADR SETTLEMENTS		0	0	0.00
b. ADR SETTLEMENTS		0	0	0.00
3. FINAL AGENCY DECISIONS	(B+C)	13	4175	321.15
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION	(1+2+3)	12	3045	
1. FINDING DISCRIMINATION		0	0	0.00
2. FINDING NO DISCRIMINATION		9	2994	332.67
3. DISMISSAL OF COMPLAINTS		3	51	17.00
C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION	(1+2)	1	1130	
1. AJ DECISION FULLY IMPLEMENTED	(a+b)	1	1130	
(a) FINDING DISCRIMINATION		0	0	0.00
(b) FINDING NO DISCRIMINATION		1	1130	1130.00
(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 2007	
PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)			
	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	9	361	40.11
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	7	305	43.57
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	7	305	43.57
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)	2	56	28.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	2	56	28.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	0	0	0.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
PART VII - SUMMARY OF COMPLAINTS CLOSED WITH BENEFITS			
DURING FORMAL COMPLAINT STAGE			
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	0		
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	0		
1. BACK PAY/FRONT PAY	0		
2. LUMP SUM PAYMENT	0		
3. COMPENSATORY DAMAGES	0		
C. CLOSURES WITH ATTORNEY FEES AND COSTS	0		
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	0		
E. CLOSURES WITH NON-MONETARY BENEFITS	0		
F. TYPES OF BENEFITS	NUMBER OF CLOSURES		
	WITH MONETARY BENEFITS		
1. HIRES	0		
a. RETROACTIVE	0		
b. NON-RETROACTIVE	0		
2. PROMOTIONS	0		
a. RETROACTIVE	0		
b. NON-RETROACTIVE	0		
3. EXPUNGEMENTS	0		
4. REASSIGNMENTS	0		
5. REMOVALS RESCINDED	0		
a. REINSTATEMENT	0		
b. VOLUNTARY RESIGNATION	0		
6. ACCOMMODATIONS	0		
7. TRAINING	0		
8. APOLOGY	0		
9. DISCIPLINARY ACTIONS	0		
a. RESCINDED	0		
b. MODIFIED	0		
10. PERFORMANCE EVALUATION MODIFIED	0		
11. LEAVE RESTORED	0		
12. LUMP SUM PAYMENT	0		
13.			
14.			

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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 2007

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
	19	3303		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	12	1778	148.17	251
3. COMPLAINTS PENDING IN HEARINGS	6	1515	252.50	630
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	1	10	10.00	10

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	14	2632	188.00
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	11	2074	188.55
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	7	1188	169.71
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	4	886	221.50
1. TIMELY COMPLETED INVESTIGATIONS	4	886	221.50
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
2. AGENCY INVESTIGATION COSTS			
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	3	558	186.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	2	308	154.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	1	250	250.00
1. TIMELY COMPLETED INVESTIGATIONS	1	250	250.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS			

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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 2007

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES**INFORMAL PHASE (PRE-COMPLAINT)**

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED BY AGENCY	30	28		
2. REJECTED BY COUNSELEE	29	27		
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4. TOTAL ACCEPTED INTO ADR PROGRAM	1	1		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS	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 in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS	1	1	5	5.00
1. MEDIATION	1	1	5	5.00
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 in a comment box)	0	0	0	0.00
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS				
1. TOTAL CLOSED	1	1	5	5.00
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	1	1	5	5.00
d. NO ADR ATTEMPT	0	0	0	0.00
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING				

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 2007

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES**FORMAL PHASE**

		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD					
B. ADR ACTIONS IN COMPLAINT CLOSURES					
1.	ADR OFFERED BY AGENCY	21	21		
2.	REJECTED BY COMPLAINANT	20	20		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	1	1		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES					
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 in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES					
1.	MEDIATION	1	1	12	12.00
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 in a comment box)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES					
1.	TOTAL CLOSED	1	1	12	12.00
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	12	12.00
d.	NO ADR ATTEMPT	0	0	0	0.00
2.	OPEN INVENTORY - ADR PENDING				
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 FEES AND COSTS	0	0		
e.					
f.					
g.					
2.	NON-MONETARY (INSERT TOTAL)	0	0		
a.	HIRES	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
b.	PROMOTIONS	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
c.	EXPUNGEMENTS	0	0		
d.	REASSIGNMENTS	0	0		
e.	REMOVALS RESCINDED	0	0		
i.	REINSTATEMENT	0	0		
ii.	VOLUNTARY RESIGNATION	0	0		
f.	ACCOMMODATIONS	0	0		
g.	TRAINING	0	0		
h.	APOLOGY	0	0		
i.	DISCIPLINARY ACTIONS	0	0		
i.	RESCINDED	0	0		
ii.	MODIFIED	0	0		
j.	PERFORMANCE EVALUATION MODIFIED	0	0		
k.	LEAVE RESTORED	0	0		
l.					
m.					

(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 2007

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

		NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	0	0
2.	EMPLOYEES	0	0
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		0	
C. RESOURCES AVAILABLE FOR ADR		1	
1.	IN-HOUSE FULL TIME	0	
2.	IN-HOUSE PART TIME	0	
3.	IN-HOUSE COLLATERAL DUTY	0	
4.	CONTRACT	1	
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, through September 30, are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: (b)(3)
(b)(6)
 Director of OEEO
 SIGNATURE OF CERTIFYING OFFICIAL: _____
 TYPED NAME AND TITLE OF PREPARER: (b)(3)
 Compliance Specialist
 SIGNATURE OF PREPARER: _____
 DATE: 11/29/2007 TELEPHONE NUMBER: _____ E-MAIL: _____
(b)(6)

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

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

Appendix A - Comments

Part 8

CIA - VIII.A.3 Pending Oldest Case -

(b)(3)

(b)(6)

Part 10

CIA - X.D Days - The 5 days represent the date offered ADR to when ADR completed.

Part 12

CIA - XII.A.1 Total Workforce - CIA does not report it workforce numbers

CIA - XII.C In house staff resources - The EEO office does not have internal ADR officer. We use a contract officer that is the Agency's Ombudsman for all disputes.

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

Title: AR (U) DISCIPLINE AND ACCOUNTABILITY

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

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(b)(3)

Central Intelligence Agency
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Search



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)