# Central Intelligence Agency

# Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

Annual Report for the Fiscal Year 2012



Approved for Release: 2022/03/31 C06803280

Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

Annual Report for the Fiscal Year 2012

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26 June 2013

Office of Personnel Management Center for Workforce Accountability Policy Employee Accountability Group 1900 E. Street, N.W., Suite 7H Washington, D.C. 20415

Enclosed is the Central Intelligence Agency's Annual Report for the Fiscal Year 2012 as required by the Federal Employee Antidiscrimination and Retaliation Act of 2002.

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If you need additional information, please contact CIA's Office of Equal Employment Opportunity at

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park Executive Director

Washington, D.C. 20505

26 June 2013

Mr. Carlton M. Hadden, Director Office of Federal Operations Equal Employment Opportunity Commission 131 M. Street, N.W. Washington, D.C. 20507

Dear Mr. Hadden:

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Meroe S. Park Executive Director

Washington, D.C. 20505

26 June 2013

The Honorable C.A. "Dutch" Ruppersberger Ranking Minority Member Permanent Select Committee on Intelligence U.S. House of Representatives Washington, D.C. 20515

Dear Mr. Ruppersberger:

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Meroe S. Park Executive Director

Washington, D.C. 20505

26 June 2013

The Honorable Richard Durbin Chairman Subcommittee on Defense Committee on Appropriations United States Senate Washington, D.C. 20510

Dear Mr. Chairman:

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Washington, D.C. 20505

26 June 2013

The Honorable C.W. "Bill" Young Chairman Subcommittee on Defense Committee on Appropriations U.S. House of Representatives Washington, D.C. 20515

Dear Mr. Chairman:

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Meroe S. Park Executive Director

Washington, D.C. 20505

26 June 2013

The Honorable Patrick Leahy President Pro Tempore of the Senate United States Senate Washington, D.C. 20510

Dear Senator Leahy:

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Meroe S. Park Executive Director



26 June 2013

The Honorable Thomas R. Carper Chairman Committee on Homeland Security and Governmental Affairs United States Senate Washington, D.C. 20510

Dear Mr. Chairman:

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Meroe S. Park Executive Director



The Honorable Darrell E. Issa Chairman Committee on Oversight and Government Reform U.S. House of Representatives Washington, D.C. 20510

Dear Mr. Chairman:

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Sincerely,

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Meroe S. Park Executive Director

Washington, D.C. 20505

The Honorable Dianne Feinstein Chairwoman Select Committee on Intelligence United States Senate Washington, D.C. 20510

Dear Madam Chairman:

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Meroe S. Park Executive Director



The Honorable Saxby Chambliss Vice Chairman Select Committee on Intelligence United States Senate Washington, D.C. 20510

Dear Mr. Vice Chairman:

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Meroe S. Park Executive Director

Washington, D.C. 20505

The Honorable Mike Rogers Chairman Permanent Select Committee on Intelligence U.S. House of Representatives Washington, D.C. 20515

Dear Mr. Chairman:

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Merce S. Park Executive Director



Washington, D.C. 20505

26 June 2013

The Honorable John Boehner Speaker House of Representatives Washington, D.C. 20515

Dear Mr. Speaker:

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Sincerely,

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Meroe S. Park Executive Director



Washington, D.C. 20505

26 June 2013

The Honorable Eric H. Holder, Jr. Attorney General Department of Justice Washington, D.C. 20530

Dear Mr. Holder:

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Merce S. Park Executive Director

## Approved for Release: 2022/03/31 C06803280 UNCLASSIFIED

## No FEAR Act Annual Report for Fiscal Year 2012 Executive Summary

The No FEAR Act of 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 each Federal agency to submit an annual report 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 (EEOC), the Attorney General, and the Office of Personnel Management.

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, genetic information, 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 and status as a parent, as covered by Executive Order or written CIA policy; and to promote the full realization of EEO.<sup>1</sup>

CIA processed 27 formal complaints in FY 2012 and 29 formal complaints in FY 2011. The number of formal complaints both in FY 2012 and FY 2011 reflects a slight increase from our five-year trend, averaging 26 complaints per year. Reprisal, sex, age, and disability were the leading bases for the CIA's EEO complaints in FY 2012. The Agency observed an upward trend in the number of "Pending Complaints Filed in Previous Fiscal Years." These complaints are in various stages of the EEO process, but the majority are pending EEOC action.

There was not a single finding of discrimination in the past two years; therefore, CIA, did not pay any judgments nor was any employee disciplined as a result of EEOC findings of discrimination. CIA has an internal Zero Tolerance Policy for discrimination and harassment (see Tab D), which is intended to hold all managers and employees to a higher standard than required by Federal law.

David Petraeus was sworn into office as the Director of CIA in September 2011; he published his Diversity and Zero Tolerance statements in October 2011 and January

<sup>&</sup>lt;sup>1</sup> The No FEAR Act is codified in the Merit Systems Protection Act (MSPA). Pursuant to 5 U.S.C. § 2302(a) (2) (C), the Central Intelligence Agency is exempted from the MSPA. Nevertheless, CIA is subject to certain provisions of law specified in Section 202 of the No FEAR Act found under § 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 laws, rules, or regulations prohibiting discrimination on the bases of marital status or political affiliation. The CIA, however, is not subject to §2302(b) of the whistleblower statutes based on its exemption.

2012, respectively (see Tab D). The CIA conducted 56 harassment inquiries in accordance with the internal Zero Tolerance Policy. Twelve cases resulted in a true finding and 12 employees were disciplined in accordance with Agency Regulation 13-3 (see Tab E). The discipline ranged from oral warning to removal from position. On March 8, 2013, John O. Brennan was sworn into office as the Director of CIA and published his Diversity and Zero Tolerance statements in March 2013.

CIA's Center for Mission Diversity and Inclusion (CMDI), which houses the personnel and programs of the Office of Diversity and Inclusion Staff, the Office of Equal Employment Opportunity, the Agency Ombudsman, Alternative Dispute Resolution Program, Community Outreach and Liaison Staff, and Grievance oversight, serves as a single point of contact for employees seeking information, advice, or assistance on a wide range of issues. During this reporting period, the Agency established a War Zone Harassment Awareness and Prevention Program and assigned an experienced Agency officer to lead the program. In an effort to expand options for confidential reporting, the Agency launched a harassment hotline and broadened the use of the privacy channel.

CIA continues to focus on educating its workforce, both domestically and abroad, to include the war zone, on professional workplace conduct, anti-harassment and antidiscrimination laws and practices, diversity and fairness issues. Current programs include an online No FEAR Act course and a mandatory Harassment Free Workplace briefing. Over the last two years, 99 percent of the Agency's population successfully completed the online No FEAR Act course.

In April 2012, then-Director David H. Petraeus commissioned an advisory group on women in leadership. This group published its report in February 2013, and it is available on CIA's public website.

CIA continues to offer an "Advice Only" program, encouraging managers and employees to seek advice on EEO-related issues without officially entering the EEO process; 454 individuals utilized this program in FY 2012.

CIA takes seriously its responsibility to provide a workplace that is free from discrimination and harassment, and we continue to seek new and innovative ways to improve diversity and fairness at the Central Intelligence Agency.

Meroe S. Park Executive Director, Central Intelligence Agency

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| Approve                    | d for Release | : 2022/03/3 | 31 C06803 | 280  |      |
|----------------------------|---------------|-------------|-----------|------|------|
| <b>Complaint Activity</b>  | Pre           | vious Fisc  | al Year D | ata  |      |
| -                          | 2008          | 2009        | 2010      | 2011 | 2012 |
| Number of Complaints Filed | 23            | 22          | 33        | 29   | 27   |
| Number of Complainants     | 23            | 22          | 30        | 25   | 24   |
| Repeat Filers              | 0             | 0           | 3         | 3    | 3    |

| Complaints by Basis                                                                                                                   | Pre  | Compara<br>vious Fisc |      | ata  |      |
|---------------------------------------------------------------------------------------------------------------------------------------|------|-----------------------|------|------|------|
| <i>Note: Complaints can be filed<br/>alleging multiple bases. The sum<br/>of the bases may not equal total<br/>complaints filed</i> . | 2008 | 2009                  | 2010 | 2011 | 2012 |
| Race                                                                                                                                  | 19   | 8                     | 11   | 5    | 7    |
| Color                                                                                                                                 | 1    | 3                     | 0    | 3    | 2    |
| Religion                                                                                                                              | 1    | 0                     | 3    | 1    | 2    |
| Reprisal                                                                                                                              | 8    | 28                    | 18   | 14   | 13   |
| Sex                                                                                                                                   | 15   | 6                     | 12   | 9    | 13   |
| Pregnancy Discrimination Act                                                                                                          | n/a  | n/a                   | n/a  | Ō    | 2    |
| National Origin                                                                                                                       | 1    | 7                     | 4    | 7    | 2    |
| Egual Pay Act                                                                                                                         | 0    | 0                     | 0    | 0    | 0    |
| Age                                                                                                                                   | 8    | 6                     | 10   | 10   | 12   |
| Disability                                                                                                                            | 1    | 19                    | 9    | 9    | 11   |
| Genetic Information Non-Disclosure                                                                                                    | n/a  | n/a                   | n/a  | 0    | 1    |
| Non-EEO                                                                                                                               | 0    | 0                     | 0    | 0    | 0    |

| Complaints by Issue                                                                                                           |      | Compara    |                |                                        | ]        |
|-------------------------------------------------------------------------------------------------------------------------------|------|------------|----------------|----------------------------------------|----------|
|                                                                                                                               | F    | Previous F | iscal Yea      | r                                      |          |
| Note: Complaints can be filed<br>alleging multiple issues. The sum<br>of the issues may not equal total<br>complaints filed . | 2008 | 2009       | 2008           | 2011                                   | 2012     |
| Appointment/Hire                                                                                                              | 3    | 0          | 7              | 2                                      | 2        |
| Assignment of Duties                                                                                                          | 9    | 10         | 9              | 5                                      | 0        |
| Awards                                                                                                                        | 3    | 7          | 1              | 2                                      | 2        |
| Conversion to Full-time                                                                                                       | 0    | 0          | 0              | 0                                      |          |
| Disciplinary Action                                                                                                           | 1    |            |                | L                                      | <u> </u> |
| Demotion                                                                                                                      | 0    | 0          | 0              | 0                                      | 1        |
| Reprimand                                                                                                                     | 0    | 1          | 1              | 0                                      | 1        |
| Removal                                                                                                                       | 0    | 8          | 1              | 0                                      | 0        |
| Suspension                                                                                                                    | 0    | 0          | 0              | 2                                      | 1        |
| Other                                                                                                                         | 0    | 0          | 3              | 0                                      | 0        |
| Duty Hours                                                                                                                    | 0    | 1          | 1              | 0                                      | 0        |
| Evaluation Appraisal                                                                                                          | 1    | 2          | 9              | 7                                      | 5        |
| Examination/Test                                                                                                              | 1    | 0          | 1              | 1                                      | 1        |
| Harassment                                                                                                                    |      |            |                | •••••••••••••••••••••••••••••••••••••• |          |
| Non-Sexual                                                                                                                    | 10   | 11         | 3              | 4                                      | 19       |
| Sexual                                                                                                                        | 3    | 1          | 1              | 0                                      | 0        |
| Medical Examination                                                                                                           | 0    | 3          | 1              | 0                                      | 1        |
| Pay (Including Overtime)                                                                                                      | 1    | 0          | 2              | 3                                      | 1        |
| Promotion/Non-Selection                                                                                                       | 16   | 6          | 9 <sup>.</sup> | 11                                     | 2        |
| Reassignment                                                                                                                  |      |            |                |                                        |          |
| Denied                                                                                                                        | 1    | 8          | 3              | 4                                      | 2        |
| Directed                                                                                                                      | 1    | 1          | 2              | 2                                      | 4        |
| Reasonable Accommodation                                                                                                      | 0    | 0          | 1              | 3                                      | 0        |
| Reinstatement                                                                                                                 | 0    | 0          | 0              | 0                                      | 0        |
| Retirement                                                                                                                    | 0    | 0          | 0              | 0                                      | 0        |
| Termination                                                                                                                   | 2    | 4          | 4              | 3                                      | 2        |
| Terms/Conditions of Employment                                                                                                | 0    | 9          | 1              | 1                                      | 1        |
| Time and Attendance                                                                                                           | · 0  | 0          | 1              | 0                                      | 0        |
| Fraining                                                                                                                      | 3    | 5          | 5              | 1                                      | 1        |
| Other                                                                                                                         | 0    | 0          | 6              | 5                                      | 0        |

| Approved f                                                              | or Release | : 2022/03/3       | <u>31 C06803</u> | 280    | ]      |
|-------------------------------------------------------------------------|------------|-------------------|------------------|--------|--------|
| Processing Time                                                         | Pre        | <u>vious Fisc</u> | al Year D        | ata    |        |
| _                                                                       | 2008       | 2009              | 2010             | 2011   | 2012   |
| Complaints pending during fiscal year                                   |            |                   |                  |        |        |
| Average number of days in<br>investigation stage                        | 181        | 218               | 180.05           | 176.59 | 281    |
| Average number of days in final action stage                            | 240        | 277               | 61               | 366.36 | 61.2   |
| Complaint pending during fiscal year where hearing was requested        |            |                   |                  |        |        |
| Average number of days in<br>investigation stage                        | 226        | 240               | 0                | 202.13 | 307.08 |
| Average number of days in final action stage                            | 304        | 312               | 0                | 0      | 879.42 |
| Complaint pending during fiscal year<br>where hearing was not requested |            |                   |                  |        |        |
| Average number of days in<br>investigation stage                        | 198        | 304               | 290.85           | 300.85 | 281    |
| Average number of days in final action stage                            | 49         | 49                | 61               | 366.36 | 61.2   |

| Complaints Dismissed by Agency                |      | Comparat<br>vious Fisc                  |      | ata  |       |
|-----------------------------------------------|------|-----------------------------------------|------|------|-------|
| , , , , , , , , , , , , , , , , , , , ,       | 2008 | 2009                                    | 2010 | 2011 | 2012  |
| Total Complaints Dismissed by Agency          | 3    | 5                                       | 4    | 6    | 9     |
| Average days pending prior to<br>dismissal    | 34   | 28                                      | 36   | 27   | 36.67 |
| Complaints Withdrawn by<br>Complainants       |      | • • • • • • • • • • • • • • • • • • • • |      |      |       |
| Total Complaints Withdrawn by<br>Complainants | 2    | 2                                       | 2    | 2    | 2     |

.

| Pending Complaints Filed in                      | the second s | Comparat<br>vious Fisc | The second s | ata  |      |
|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------|------------------------|----------------------------------------------------------------------------------------------------------------|------|------|
| Previous Fiscal Years by Status                  | 2008                                                                                                           | 2009                   | 2010                                                                                                           | 2011 | 2012 |
| Total complaints from previous Fiscal<br>Years   | 10                                                                                                             | 18                     | 30                                                                                                             | 61   | 58   |
| Total Complainants                               | 10                                                                                                             | 18                     | 29                                                                                                             | 52   | 49   |
| Number complaints pending                        |                                                                                                                |                        |                                                                                                                |      | ·    |
| Investigation                                    | 0                                                                                                              | 0                      | 0                                                                                                              | 20   | 20   |
| Hearing                                          | 8                                                                                                              | 13                     | 18                                                                                                             | 35   | 26   |
| ROI Issued, Pending Complainants<br>Action       | n/a                                                                                                            | n/a                    | 0                                                                                                              | 0    | 8    |
| Final Action                                     | 1                                                                                                              | 3                      | 2                                                                                                              | 6    | 1    |
| Appeal with EEOC Office of Federal<br>Operations | 1                                                                                                              | 2                      | 0                                                                                                              | 0    | 3    |

| Complaint Investigations                                                   |      | Comparat<br>vious Fisc |      | ata  |      |
|----------------------------------------------------------------------------|------|------------------------|------|------|------|
|                                                                            | 2008 | 2009                   | 2010 | 2011 | 2012 |
| Pending Complaints Where<br>Investigations Exceeds Required Time<br>Frames | 1    | 2                      | 6    | 6    | 13   |

|                                                                                     |            |                                                                                                                 | elease: 2022/03/31 C06803280                            |    |
|-------------------------------------------------------------------------------------|------------|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|----|
|                                                                                     | STATISTIC  | AL REPORT O                                                                                                     | L EMPLOYMENT OPPORTUNITY<br>F DISCRIMINATION COMPLAINTS |    |
|                                                                                     |            | RIOD BEGINS OC                                                                                                  | TOBER 18T AND ENDS SEPTEMBER 30TH)                      |    |
| GENCY OR DEPARTMENT: Central Intelligenc                                            |            | ARTI - PRE-C                                                                                                    | REPORTING PERIOD: FY 2012                               |    |
| 50 COUNSELOR                                                                        |            | а<br>10                                                                                                         |                                                         | (t |
| -O COUNSELOR                                                                        | COUNSELING |                                                                                                                 |                                                         |    |
| . INTENTIONALLY LEFT BLANK                                                          | 1          | a a series a |                                                         |    |
|                                                                                     | F Toront   | a second second                                                                                                 |                                                         |    |
| ADR INTAKE OFFICER                                                                  |            |                                                                                                                 |                                                         |    |
| 3. INTENTIONALLY LEFT BLANK                                                         | COUNSELING | S INDIVIDUALS                                                                                                   |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
| OTAL COMPLETED/ENDED COUNSELINGS                                                    | 1          |                                                                                                                 |                                                         |    |
|                                                                                     | COUNSELING | S INDIVIDUALS                                                                                                   |                                                         |    |
| . TOTAL COMPLETED/ENDED COUNSELINGS                                                 | 42         | 38                                                                                                              |                                                         |    |
| 1. COUNSELED WITHIN 30 DAYS                                                         | 16         | 16                                                                                                              |                                                         |    |
| 2. COUNSELED WITHIN 31 TO 90 DAYS                                                   | 20         | 20                                                                                                              |                                                         |    |
| 8. COUNSELED WITHIN WRITTEN EXTENSION                                               | 14         | 14                                                                                                              |                                                         |    |
| DERIOD NO LONGER THAN 60 DAYS<br>b. COUNSELED WITHIN 90 DAYS WHERE                  | 1-1-4<br>  | 1                                                                                                               |                                                         |    |
| INDIVIDUAL PARTICIPATED IN ADR<br>c. COUNSELED WITHIN 31-80 DAYS THAT WERE UNTIMELY | 3          | 3                                                                                                               |                                                         |    |
| 3. COUNSELED BEYOND 90 DAYS                                                         | 3<br>6     | 3                                                                                                               |                                                         |    |
| 4. COUNSELED DUE TO REMANDS                                                         | 0          | 0                                                                                                               |                                                         |    |
|                                                                                     | 1          |                                                                                                                 |                                                         |    |
| PRE-COMPLAINT ACTIVITIES                                                            | COUNSELING | INDIVIDUALS                                                                                                     |                                                         |    |
| 1. ON HAND AT THE BEGINNING OF THE                                                  | <u> </u>   |                                                                                                                 |                                                         |    |
| REPORTING PERIOD 2. INITIATED DURING THE REPORTING PERIOD                           | 7          | 7 35                                                                                                            |                                                         |    |
| 3. COMPLETED/ENDED COUNSELINGS                                                      | 42         | 38                                                                                                              |                                                         |    |
| a. SETTLEMENTS (MONETARY AND<br>NON-MONETARY)                                       | 1          | 1                                                                                                               |                                                         |    |
| b. WITHDRAWALS/NO COMPLAINT FILED                                                   | 15         | 15                                                                                                              |                                                         |    |
| c. COUNSELINGS COMPLETED/ENDED IN<br>REPORTING PERIOD THAT RESULTED                 |            |                                                                                                                 |                                                         |    |
| IN COMPLAINT FILINGS IN REPORTING                                                   | 26         | 22                                                                                                              |                                                         |    |
| d. DECISION TO FILE COMPLAINT PENDING                                               | 20         | 23                                                                                                              |                                                         |    |
| AT THE END OF THE REPORTING PERIOD                                                  | 0          | 0                                                                                                               |                                                         |    |
| 4. COUNSELINGS PENDING AT THE END OF THE<br>REPORTING PERIOD                        | 3          | 3                                                                                                               |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
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|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
| 1                                                                                   |            | 1                                                                                                               |                                                         |    |
|                                                                                     | 1          |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
|                                                                                     |            |                                                                                                                 |                                                         |    |
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Printed on 10/10/2012

| TH       - FORMAL COMPLAINT A CTIVITIE       PART III - AGENCY RESOURCES TRAINING, REPORTING LINE         58       A COMPLAINTS ON HADA THE BEGINNING<br>OF THE REPORTING PERIOD       A AGENCY RESOURCES         27       B. COMPLAINTS ON HADA THE BEGINNING<br>OF THE REPORTING PERIOD       A AGENCY RESOURCES         21       C. REMANDS (NUT ON CLUDED IN A OR B)       ASENCY         1       C. REMANDS (NUT ON CLUDED IN A OR B)       D         1       C. REMANDS (NUT ON CLUDED IN A OR B)       D         1       C. REMANDS (NUT ON CLUDED IN A OR B)       D         1       C. REMANDS (NUT ON CLUDED IN A OR B)       D         1       C. REMANDS (NUT ON CLUDED IN A OR B)       D         1       C. REMANDS (NUT ON CLUDED IN A OR B)       D       D         1       C. ADDITIONAL CLOSURES IN THIS REPORTING FROM REMANDS       D       D       D         20       C. ADDITIONAL CLOSURES IN THIS REPORT REMOND NOT<br>REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS       D       NESTIGATOR       D       D         38       F. COMPLAINTS IN LINE OLOSED DURING REPORT PERIOD       ACENCY & CONTRACT MADENT       D       D       D       D         1       H. COMPLAINTS IN LINE OLOSED DURING REPORT PERIOD       A. LOUNSELORATING LINE MERCON LINE COMPLAINTS (NILLY ON ADOLDALS FILLY ON ADOLDALS FILLY ON ADOLDALS FILLY ON ADOLDALS FILLY ON ADOLDALS FILL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | NCY OR DEPARTMENT: Central Intelligence Agency          | IS OCTOBER 1ST AND ENDS SEPTEM<br>REPORTING F                                                                    | PERIOD: FY 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                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| B3         A. COMPLANTS ON HAND AT THE BEGINNIG<br>OF THE REPORTING<br>2         A. AGENCY & CONTRACT RESOURCES           27         B. COMPLAINTS FILED         A. AGENCY & CONTRACT         MARRER PERCENT           2         C. REMANDS (kum of line: C1-C2+C2)         I. NORK FORCE         0         0           2         C. REMANDS (kum of line: C1-C2+C2)         I. NORK FORCE         0         0         0           2         C. REMANDS (kum of line: C1-C2+C2)         I. NORK FORCE         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0 <th>TII - FORMAL COMPLAINT ACTIVITIES</th> <th>PART III - AGENCY RESOU</th> <th>RCES, TRAIN</th> <th>ING, REPOR</th> <th>TING LIN</th> <th>VE</th> <th></th>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | TII - FORMAL COMPLAINT ACTIVITIES                       | PART III - AGENCY RESOU                                                                                          | RCES, TRAIN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | ING, REPOR                                                          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                        | VE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                |
| 27         B. COMPLANTS FILED           2         C. REMANDS (will off the C1-C2-C3)           1         UNDER FORCE         0           2         C. REMANDS (will off the C1-C2-C3)           1         C. REMANDS (will off the C1-C2-C3)           2         C. REMANDS (will off the C1-C2-C3)           2         C. REMANDS (will off the C2-C3)           2         C. COUNSELOR         0         0           2         COMPLANTS (Will off the C2-C3)         0         0         0           3         C. COUNSELOR         0         0         0         0           2         COMPLANTS (Will off the C2-C3)         0         0         0         0           6         D. TOTAL COMPLANTS (Will off the C2-C3)         0         0         0         0         0         0           76         E         COMPLANTS IN LINE CD THAT WERE NOT CONSOLIDATED         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 58 A. COMPLAINTS ON HAND AT THE BEGINNING               |                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                             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| 27         B. COMPLANTS FILED           2         C. REMANDS (NUMCLADED IN A OR B)           1         C. REMANDS (NULLIDED IN A OR B)           2. C. REMANDS (NULLIDED IN A OR B)           1         C. REMANDS (NULLIDED IN A OR B)           2. C. REMANDS (NULLIDED IN A OR B)           2. C. REMANDS (NULLIDED IN A OR B)           2. C. NUMBER OF ADDITIONAL COSUMDA REMANS IN THIS REPORTING<br>PERIOD THAT ARE NOT CAPTURED IN C 1 OR C2 ABOVE<br>REFLECTED IP. OR IT. THAT RESULTED FROM REMANDS           2. MONTONAL COSUMDA REMANS IN THIS REPORTING<br>REFLECTED IP. OR IT. THAT WERE OCONSOLIDATED           3. F. COMPLANTS IN IN DE DIVART WERE CONSOLIDATED           1. MONTONAL COSUMD REPORT PERIOD           1. MONTONAL S CHILDRS DURING REPORT PERIOD           1. M. COMPLANTS IN LINE C LOSED DURING REPORT PERIOD           2. COMPLANTS ON HAND AT THE END OF THE<br>REPORTING FERSOL LINE C CONSOLIDATED           3. M. COMPLANTS ON HAND AT THE END OF THE<br>REPORTING FERSOL LINE C CONSOLIDATED           4. DOMPLANTS ON HAND AT THE END OF THE<br>REPORTING FERSOL LINE S FROM<br>CONSOLIDATION OF COMPLANTS (Complements)<br>(b) (G)           (b) (G)         (b) (G)           (b) (G)         (b) (G)           (b) (G)         (b) (G)           (c) (C) (G)         (b) (G)           (b) (G)         (b) (G)           (c) (C) (G)         (b) (G)           (c) (C) (G)         (                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           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| 2         C         CREMANDS (kun of inso C1+C2+C3)<br>C.1. REMANDS (NOT MICLUSE) IN A OR (B)<br>C.2. REMANDS (NOT MICLUSE) IN A OR (B)<br>C.3. NAMERO CACOTIONAL REMANDS IN THIS REPORTING<br>C.4. ADDITIONAL COQUESE IN THIS REPORTING PERIOD NOT<br>REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS<br>B. D. TOTAL COMPLANTS I LINE 0 THAT WERE NOT CONSOLIDATED<br>1. R. COMPLANTS IN LINE 0 THAT WERE NOT CONSOLIDATED<br>1. R. COMPLANTS IN LINE 0 THAT WERE NOT CONSOLIDATED<br>1. R. COMPLANTS IN LINE 0 THAT WERE NOT CONSOLIDATED<br>1. R. COMPLANTS IN LINE 0 CONSOLIDATED<br>1. R. CONSOLIDATION OF COMPLANTS IN LINE 0 CONSOLIDATED<br>1. R. CONSOLIDATION OF COMPLANTS IN LINE 0 CONSOLIDATED<br>1. R. COMPLANTS IN LINE 0 CONSOLIDATED<br>1. R. CONSOLIDATION OF COMPLANTS IN LINE 0 CONSOLIDATED<br>1. R. CONSOLIDATED IN TRECONSERVENT ON CONSOLIDATED<br>1. R. CONSOLIDATED IN TRECONSERVENT ON CONSOLIDATED<br>1. R. CONSOLIDATED IN TRECONSERVENT ON CONSOLIDATED<br>1. R. 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                                          | Т                                                                                                              |
| 2         C. REMANDS (NUMPERING 1:02:0:23)           1         C. REMANDS (NUMPERING 1:02:0:23)           2         C. REMANDS (NUMPERING 1:02:0:23)           3         F. COMPLAINTS (NUMPERING 1:02:0:23)           7         E. COMPLAINTS IN LINE 0 THAT WERE CONSOLIDATED           1         H. COMPLAINTS IN LINE 0 THAT WERE CONSOLIDATED           1         H. COMPLAINTS IN LINE 0 THAT WERE CONSOLIDATED           1         H. COMPLAINTS IN LINE 0 CONSOLIDATED           1         H. COMPLAINTS IN LINE 0 THAT WERE CONSOLIDATED           1         H. COMPLAINTS IN LINE 0 CONSOLIDATED           1         H. COMPLAINTS IN LINE 0 CONSOLIDATED           2 <td>27 B. COMPLAINTS FILED</td> <td></td> <td>and the second se</td> <td>14 - C - C - C - C - C - C - C - C - C -</td> <td>Veller,</td> <td></td> <td></td>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 27 B. COMPLAINTS FILED                                  |                                                                                                                  | and the second se | 14 - C - C - C - C - C - C - C - C - C -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      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                                                                     |
| 1       C.1. RELANDS (NOT INCLUDED IN A OR B)         1       C.2. REVANDS (INCLUDED IN A OR B)         1       C.2. REVANDS (INCLUDED IN A OR B)         2       COUNSELOR         2       C.2. REVANDS (INCLUDED IN A OR B)         2       COUNSELOR         2       C.2. REVANDS (INCLUDED IN A OR B)         0       C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING         0       C.4. ADDITIONAL COUNCES IN THIS REPORTING PERIOD NOT         2       COUNSELOR         2       COUNSELOR         2       COUNSELOR         3       F. COMPLANTS IN LINE O THAT MERE ONSOLIDATED         1       A. COMPLANTS IN LINE O THAT WERE ONSOLIDATED         1       A. COMPLANTS IN LINE O CLOSED DURING REPORT PERIOD         2       I. COMPLANTS IN LINE O CLOSED DURING REPORT PERIOD         4       I. COMPLANTS IN LINE O CLOSED DURING REPORT PERIOD         4       I. COMPLANTS IN LINE O CLOSED DURING REPORT PERIOD         4       I. COMPLANTS IN LINE O CLOSED DURING REPORT PERIOD         4       I. COMPLANTS IN LINE O CLOSED DURING REPORT PERIOD         1       N. CONSOLIDATION OF CLOSEL DURING REPORT PERIOD         4       I. MONTINULS FELICIC DURING REPORT PERIOD         6       J. MEEDITATION MERIO CLOSED DURING REPORT PERIOD <td>2 C. DEMANDE /sum of lines (1+C2+C2)</td> <td></td> <td></td> <td>and the second second</td> <td></td> <td></td> <td></td>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2 C. DEMANDE /sum of lines (1+C2+C2)                    |                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | and the second                                                                                                                                             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| 1         C.2. RELANDS (INCLUEDE IN 4.0 m C.1.)         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         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| 0         C.3. NUMBER OF ADDITIONAL REAMADS IN THIS REPORTING<br>PERIOD THAT ARE NOT CAPTURED IN C OR C 2 ADDY<br>C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT<br>REFLECTED IN F. OR IN THAT RESULTED FROM REMANDS<br>B.         0         APARTTINE         0         0.000         0         0.000           2.4. ADDITIONAL CLOSURES IN THIS REPORT FERIOD NOT<br>REFLECTED IN F. OR IN THAT RESULTED FROM REMANDS<br>B.         1         NUMBER OF ADDITIONAL REMANDS IN THAT RESULTED FROM REMANDS<br>B.         1         NUMBER OF ADDITIONAL REMANDS IN THAT RESULTED FROM REMANDS<br>B.         1         NUMETIGATION<br>B.         1         SUMETIGATION<br>B.         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0                                                                                                                                                                                                                                                                                                                                                                                                                   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| Definition         Definition <thdefinition< th="">         Definition         Definiti</thdefinition<>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                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| 0         C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT<br>REFLECTED IN F. OR H THAT RESULTED FORM REMANDS<br>8. INVESTIGATOR         1         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         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                                                       | Sec.                                                                                                           |
| 86       D. TOTAL COMPLAINTS (Justin of Iness A+B+C1)         76       E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED         38       F. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED         39       F. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         10       G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         11       H. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         12       H. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         14       COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         15       G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         16       COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         17       H. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         18       A GENCY & CONTRACT STAFF TRAINING         19       C. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         10       C. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         10       C. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         10       C. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         10       C. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         10       C. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         10       C. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         11       M. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         12       C. COMPLAINTS IN LINE D THAT W                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 0 C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT |                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                              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| 86       D. TOTAL COMPLAINTS (JULINI of Minis A+8+C1)         76       E COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED         38       F. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED         10       G. COMPLAINTS IN LINE OTHAT WERE NOT CONSOLIDATED         11       H. COMPLAINTS IN LINE OTHAT WERE CONSOLIDATED         12       L. COMPLAINTS IN LINE OTHAT WERE CONSOLIDATED         14       H. COMPLAINTS IN LINE OTHAT WERE CONSOLIDATED         15       REPORTING PERIOD (Line D - (F-HI) + ((C2 + C3) - C4)         16       STAFF RECENTING PERIOD         17       INDIVIDUALS FILING COMPLAINTS (COMPLAINTS (COMPLAINTS))         18       STAFF RECENTING RECURRED TO 0         19       INDIVIDUALS FILING COMPLAINTS (COMPLAINTS)         100       K. NUMBER OF JOINT PROCESSING UNITS FROM         100       CONSOLIDATION OF COMPLAINTS         100       COMPLAINTS (COMPLAINTS)         100       COMPLAINTS         100       COMPLAINTS (COMPLAINTS)         100       COMPLAINTS (COMPLAINTS)         11       COMPLAINTS (COMPLAINTS)         12       LOWING MARCH CONSTANCE COMPLAINTS         14       LOWING MARCH CONSTANCE COMPLAINTS         15       STAFF RECENTING NON       0       0       0       0       0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | REFLECTED IN F. OR H. THAT RESULTED FROM REMANDS        | 3. INVESTIGATOR                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                    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A.                                                                                                          |
| COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED         D. COUNTERLA DUTY         1         100.00         1         0.000           38         F. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         A. COUNSELORANCESTIGATOR         12         0         0.000           10         G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         A. RULLTIME         12         100.00         0.000           1         H. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         A. RULLTIME         12         100.000         0.000           1         H. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         B. AGENCY & CONTRACT STAFF TRAINING           24         J. INDIVIDUALS FULNE COMPLAINTS (COMPLAINTS (COMPLAINTS))         B. AGENCY & CONTRACT STAFF TRAINING           0         K. NUMBER OF JOINT PROCESSING UNITS FROM         5 STAFF RECEIVING 8 COMPLAINTS         0         0         0         0         0           1         NOVIDIALS FULNE OF LOW PROVIDESSING UNITS FROM         S STAFF RECEIVING 8 COMPLAINTS         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         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| 76       E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1       1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | DO D. TOTAL COMPLAINTS (sum of lines A+B+C1)            |                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                             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| 38       F. COMPLAINTS IN LINE & CLOSED DURING REPORT PERIOD       1       1       1       1       1       1       1       1       1       1       1       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 76 E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED   | c. COLLATERAL D                                                                                                  | אדטי י                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 100.00                                                                                                                                                                                                             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| 38       F. COMPLAINTS IN LINE COSED DURING REPORT PERIOD         10       G. COMPLAINTS IN LINE O TMAT WERE CONSOLIDATED         1       H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD         1       H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD         48       I. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD         49       I. COMPLAINTS ON HAND AT THE END OF THE<br>REPORTING PERIOD (Line D - (FHI) + I(C2 + C3) - C4)         21       J. INDIVIDUALS FILING COMPLAINTS (Completinants)         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       I. STAFF RECEIVING NO<br>CONSOLIDATION OF COMPLAINTS         0       I. DOS THE ECERTING SOLIDATED         0       I. STAFF RECEIVING NO<br>CONSOLIDATION OF COMPLAINTS         0       I. STAFF RECE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               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C                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | L.                                                                                                             |
| 10       G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         1       H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD         48       I. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD         49       I. COMPLAINTS ON HAND AT THE END OF THE<br>REPORTING PERIOD (Line D - (FHI)) + IJ(C2 + C3) - C4)         24       J. INDIVIDUALS FILMS COMPLAINTS (Complements)         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       L. STAFF RECEIVING NO T<br>TRAINING AT ALL<br>0       0       0       0       0       0         0       L. STAFF RECEIVING NO T<br>TRAINING AT ALL<br>0       0       0       0       0       0       0       0         1       B. STAFF RECEIVING NO T<br>TRAINING AT ALL<br>0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 38 F. COMPLAINTS IN LINE & CLOSED DURING REPORT PERIOD  |                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | and the second participation of the second participation o | Concession of the local division of the loca | A second s | 1                                                                                                              |
| 10       c. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED         1       H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD         48       L. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD         48       L. COMPLAINTS ON HAND AT THE END OF THE<br>REPORTING PERIOD (Line D - (F+H)) + (j(C2 + C3) - C4)         7       INDIVIDUALS FILING COMPLAINTS (Complements)         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       L. STAFF RECEIVING BOR MORE<br>HOURS, GENERALLY<br>GUE NO NORE HOURS       0       0       0       0       0         0       L. STAFF RECEIVING BOR REQUIRED<br>B. S                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                         |                                                                                        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| 1       H. COMPLAINTS IN LINE G CLOSED DURING REPORT PENIOD         48       I. COMPLAINTS ON HAND AT THE END OF THE<br>REPORTING PERIOD (Line D - (FH)) * ((C2 + C3) - C4)         24       J. INDIVIDUALS FILING COMPLAINTS (Complainants)         0       K. NUMBER OF JOINT PROCESSING UNITS (Complainants)         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       (b) (3)         (b) (3)       (b) (3)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED          | Same and the second   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                     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| 48         L. COMPLAINTS ON HAND AT THE END OF THE<br>REPORTING PERIOD (Ling D. (FH)) + ((C2 + C3) - C4)         COUNSELORS         INVESTIGATORS         COUNSENDESTIGATORS         COUNSESTIGATORS         COUNSESTIGATORS         COUNSE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1                                                       | B. AGENCY & CONTRACT S                                                                                           | TAFF TRAININ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | IG                                                                                                                                                                                                                 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| REPORTING PERIOD (Line D - (F+Hi) + ([C2 + C3) - C4]       I. INDVIDUALS FILING COMPLAINTS (Complainants)         24       J. INDVIDUALS FILING COMPLAINTS (Complainants)         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         0       C. STAFF RECEIVING OR ON TO<br>EXPERIENCED STAFF TOTAL       0       0       0       0       0       0         0       C. STAFF RECEIVING REQUIRED<br>B OR MORE HOURS, GENERALLY<br>GIVEN TO NEW STAFF       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | I H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD   |                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                            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| REPORTING PERIOD (Line D - (F+Hi) + ([C2 + C3) - C4]         1. INDIVIDUALS FILING COMPLAINTS (Complainants)         0       K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS         0       C. STAFF RECEIVING ON CONSOLIDATION OF COMPLAINTS         0       C. STAFF RECEIVING PARCENCE STAFF TOTAL       0       0       0       0       0         0       D. STAFF RECEIVING REQUIRED       0       0       1       1       7       0         0       D. STAFF RECEIVING REQUIRED       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0 <td>48 I COMPLAINTS ON HAND AT THE END OF THE</td> <td>The state break The works</td> <td></td> <td></td> <td>-</td> <td></td> <td>-</td>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 48 I COMPLAINTS ON HAND AT THE END OF THE               | The state break The works                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | - 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| 24       J. INDIVIDUALS FILING COMPLAINTS (Complainants)         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         1       STAFF RECEIVING REQUIRED<br>CONSOLIDATION OF COMPLAINTS         0       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         1       STAFF RECEIVING REQUIRED<br>CONSOLIDATION OF COMPLAINTS         1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   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| 2       K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS       5 STAFF RECEIVING 3 OR MORE<br>HOURS, USUALLY GVEN TO       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0 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| D         K. NUMBER OF JOINT PROCESSING UNITS FROM<br>CONSOLIDATION OF COMPLAINTS         HOURS, USUALLY GIVEN TO         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | J. 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| CONSOLIDATION OF COMPLAINTS         EXPERIENCED STAFF         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0 <td></td> <td>b. STAFF RECEIVING &amp; OR MORE</td> <td></td> <td></td> <td></td> <td></td> <td></td>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                         | b. 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| c. STAFF RECEIVING NO<br>TRAINING AT ALL<br>2. 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| (b)(3)       C. REPORTING LINE         1       EEO DIRECTOR'S NAME:         1a.       DOES THE EEO DIRECTOR REPORT         1a.       DOES THE EEO DIRECTOR REPORT         (b)(3)       (b)(3)         (b)(6)       IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?         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| Ia.     DOES THE EEO DIRECTOR REPORT     YES     NK       TO THE AGENCY HEAD?     Y     Y       (b)(3)     (b)(6)     IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?       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| Ia.     DOES THE EED DIRECTOR REPORT     YES     NK       TO THE AGENCY HEAD?     Y     Y       (b)(3)     2.     IF NO, WHO DOES THE EED DIRECTOR REPORT TO?       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| (b)(3)       WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO         (b)(3)       PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?         (b)(6)       TITLE:         (b)(3)       Director, Office of Equal Employment Opportunity         (b)(3)       WHO DOES THAT PERSON REPORT TO?         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| (b)(3)       3.       WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO         (b)(3)       PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?         (b)(6)       TITLE:       Director, Office of Equal Employment Opportunity         (b)(3)       WHO DOES THAT PERSON REPORT TO?         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# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

AGENCY OR DEPARTMENT: Central Intelligence Agency

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**REPORTING PERIOD: FY 2012** 

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|                                        |                                   |       |                                              |                               | BASE     | S OF ALLEGED         | DISCRIMINA   | TION          |                                        |                         | an a |                                       |
|----------------------------------------|-----------------------------------|-------|----------------------------------------------|-------------------------------|----------|----------------------|--------------|---------------|----------------------------------------|-------------------------|------------------------------------------|---------------------------------------|
|                                        |                                   | -     | RACE                                         |                               |          |                      | COLOR        | RELIGION      | REPRISAL                               | TOTAL<br>ALL BASES      | TOTAL ALL                                | TOTAL ALL                             |
| ISSUES OF<br>ALLEGED<br>DISCRIMINATION | AMER. INDIAN/<br>ALASKA<br>NATIVE | ASIAN | NATIVE HAWAHAN<br>ADTHER PACIFIC<br>ISLANDER | BLACK/<br>AFRICAN<br>AMERICAN | WHITE    | TWO OR MORE<br>RACES |              |               |                                        | BY ISSUE                | CUMPLAINTS<br>BY ISSUE                   | COMPLAINAN<br>BY ISSUE                |
| APPOINTMENTHIRE                        | 0                                 | 0     | 0                                            | 0                             | 0        | 0                    | 1            | 1             | 0                                      | 8                       | 2                                        | 2                                     |
| ASSIGNMENT OF DUTIES                   | 0                                 | 0     | 0                                            | 0                             | 0        | 0                    | 0            | 0             | 0                                      | 0                       | 0                                        | 0                                     |
| AWARDS                                 | 0                                 | 0     | 0                                            | 0                             | 0        | 0                    | 0            | 0             | 0                                      | 5                       | 2                                        | 2                                     |
| CONVERSION TO FULL TIME                | 0                                 | 0     | 0                                            | 0                             | 0        | 0                    | 0            | 0             | 0                                      | 0                       | 0                                        | 0                                     |
| DISCIPLINARY ACTION                    | 0                                 | 0     | 0                                            | 3                             | 0        | 0                    | 1            | 0             | 3                                      | 11 .                    | 3                                        | 3                                     |
| I. DEMOTION                            | 0                                 | 0     | 0                                            | 1                             | 0        | 0                    | 0            | 0             | 1                                      | 3                       | 1                                        | 1                                     |
| 2. REPRIMAND                           | 0                                 | 0     | 0                                            | 0                             | 0        | 0                    | 0            | 0             | 1                                      | 1                       | 1                                        | 1                                     |
| 3. SUSPENSION                          | 0                                 | 0     | 0                                            | 0                             | 0        | 0                    | 0            | 0             | 0                                      | 0                       | 0                                        | 0                                     |
| 4. REMOVAL                             | 0                                 | 0     | 0                                            | 2                             | 0        | 0                    | 1            | 0             | 1                                      | 7                       | 1                                        | 1                                     |
| 5.                                     |                                   |       |                                              |                               |          |                      |              |               |                                        |                         | ·                                        |                                       |
| 6.                                     | · ·                               |       |                                              |                               |          | 1                    |              |               | ······································ | <u> </u>                |                                          |                                       |
| 7.                                     |                                   |       |                                              |                               |          |                      |              |               |                                        |                         |                                          |                                       |
| DUTY HOURS                             | 0                                 | 0     | 0                                            | · 0                           | 0        | 0                    | 0            | 0             | 0                                      | 0                       | 0                                        | 0                                     |
| EVALUATION/APPRAISAL                   | 0                                 | 0     | 0                                            | 1                             | 0        | Ō                    | 0            | Ő             | 5                                      | 15 -                    | 5                                        | 4                                     |
| EXAMINATION/TEST                       | 0                                 | 0     | 0                                            | 1                             | 0        | 0                    | 1            | 0             | 0                                      | 3                       | 1                                        |                                       |
| HARASSMENT                             | 0                                 | 1     | 0                                            | 4                             | 1        | 0                    | 1            | 1             | 11                                     | 47                      | 19                                       | · · · · · · · · · · · · · · · · · · · |
| I. NON-SEXUAL                          | 0                                 | 1     | 0                                            | 4                             | 1        | 0                    | 1            | 1             | 11                                     | 47                      | 19                                       | 17                                    |
| 2. SEXUAL                              | 1) 2 4 4 W 3 2                    |       |                                              | S. A. Starten                 |          | Carrie and           | A Section of | Social States | 0                                      | 0                       | 0                                        | <u>17</u><br>0                        |
| MEDICAL EXAMINATION                    | 0                                 | 0     | 0                                            | 0                             | 0        | 0                    | 0            | 0             | 0                                      | 2                       |                                          |                                       |
| . PAY INCLUDING OVERTIME               | 0                                 | 0     | 0                                            | 0                             | <u> </u> | o l                  | 0            | 0             | 0                                      | · <u>/</u>              | 1                                        | 1                                     |
| PROMOTION/NON-SELECTION                | 0                                 | 0     | 0                                            | 0                             | 0        | 0                    | 0            | 0             | 0                                      | 4                       | 2                                        |                                       |
| . REASSIGNMENT                         | 0                                 | 0     | 0                                            | 1                             | 0        | ů ů                  | 0            | 3             | 3                                      | 13                      | 6                                        | 2                                     |
| I. DENIED                              | 0                                 | 0     | 0                                            | 0                             | 0        | 0                    | 0            | 3             | 0                                      | <u>13</u><br>5          | 2                                        | 6                                     |
| 1. DIRECTED                            | 0                                 | 0     | 0                                            | 1                             | 0        | 0                    | 0            | 0             | 3                                      | 8                       | 4                                        | 2                                     |
| DTAL ALL ISSUES BY BASES               | 0                                 | 1     | 0                                            | 12                            | 1        | n l                  | 6            | 6             | 26                                     | 0                       | 4<br>(19)                                | 4                                     |
| TAL ALL COMPLAINTS FILED BY BASES      | 0                                 | 1     | Ő                                            | 5                             | 1        |                      | 2            | 2             | 13                                     |                         |                                          |                                       |
| TAL ALL COMPLAINANTS BY BASES          | 0                                 | 1     | 0                                            | 4                             | 1        | 0                    | 2            | 2             | 13                                     | 1. 1. 1. 1. 1. 1. 1. 1. |                                          | Sec. Sec. 3                           |

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# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY

# STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 18T AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Central Intelligence Agency

**REPORTING PERIOD: FY 2012** 

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### PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 1)

| · ·                                 |                    |            |                                          |                   | BASE  | S OF ALLEGE | DISCRIMINA | TION     |          |                   |                         |              |
|-------------------------------------|--------------------|------------|------------------------------------------|-------------------|-------|-------------|------------|----------|----------|-------------------|-------------------------|--------------|
|                                     |                    |            | RACE                                     |                   |       |             | COLOR      | RELIGION | REPRISAL | TOTAL.            | TOTAL ALL               | TOTAL ALI.   |
|                                     |                    |            |                                          |                   |       |             |            |          |          | ALL BASES         | COMPLAINTS              | COMPLAINANTS |
| ISSUES OF                           | AMER, INDIAN       | ASIAN      | NATIVE HAWAUAN                           |                   | WHITE | TWO OR MORE |            |          |          | BY ISSUE          | BY ISSUE                | BY ISSUE     |
| ALLEGED                             | ALASKA             |            | AOTHER PACIFIC                           | BLACK/<br>AFRICAN |       | RACES       |            |          |          |                   |                         |              |
| DISCRIMINATION                      | NATIVE             | 1          | ISLANDER                                 | AMERICAN          |       |             |            |          |          |                   |                         |              |
| N REASONABLE ACCOMMODATION          | the start of heilk | , brighter | an a |                   |       | (See See    | 12 / DOLAR | 1        | 1        | The store was     |                         |              |
| O. REINSTATEMENT                    | 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            |
| Q. TERMINATION                      | 0                  | 0          | 0                                        | 0                 | 0     | 0           | 0          | 0        | 2        | 7                 | 2                       | 2            |
| R. TERMS/CONDITIONS OF EMPLOYMENT   | 0                  | 0          | 0                                        | 1                 | 0     | 0           | 1          | 0        | 1        | 4                 | 2                       | 2            |
| S. TIME AND ATTENDANCE              | 0                  | 0          | 0                                        | 0                 | 0     | 0           | 0          | 0        | 0        | 2                 | 1                       | 1            |
| T. TRAINING                         | 0                  | 0          | 0                                        | 0                 | 0     | 0           | 0          | 0        | 0        | 1                 | 1                       | 1            |
| U. OTHER (Please specify below)     |                    |            |                                          |                   |       |             |            |          |          | 1                 | 1                       | [            |
| 1. POSITION DOWNGRADE               | 0                  | 0          | 0                                        | 0                 | 0     | 0           | 0          | 0        | 0        | 3                 | 2                       | 2            |
| 2 RECEIVED POOR ADVICE              | 0                  | 0          | 0                                        | 1                 | 0     | 0           | 1          | 0        | 0        | 3                 | 1                       | 1            |
| 3.                                  |                    |            |                                          |                   |       |             |            |          | 1        | 1                 | [                       | 1            |
| 4.                                  |                    | 1          |                                          |                   |       | Γ           |            |          |          |                   | 1                       | 1            |
| <b>3</b> .                          |                    |            |                                          |                   |       |             | 1          |          |          | 1                 |                         | 1            |
| TOTAL ALL ISSUES BY BASES           | 0                  | 1          | 0                                        | 12                | 1     | 0           | 6          | 6        | 26       | The table of the  |                         | a san na in  |
| TOTAL ALL COMPLAINTS FILED BY BASES | 0                  | 1          | 0                                        | 5                 | 1     | 0           | 2          | 2        | 13       | The second second | Transford and the state |              |
| POTAL ALL COMPLAINANTS BY BASES     | 0                  | 1          | 0                                        | 4                 | 1     | 0           | 2          | 2        | 11       | <b>新教育</b>        | a state of the          |              |

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|                                         |         | ANA         | ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY   | RALE                                                                                                             | QUAL        | EMPLO                                                          | YMEN           | NO FI      | VORTI          | JUITY                |          |         |           |                     |
|-----------------------------------------|---------|-------------|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------|-------------|----------------------------------------------------------------|----------------|------------|----------------|----------------------|----------|---------|-----------|---------------------|
|                                         |         | STA         | ATISTICAL REPORT OF DISCRIMINATION COMPLAINTS | REPOR                                                                                                            | 1010        | ISCRIM                                                         | NAT            | ION C      | OMPL           | AINTS                | 4        |         |           | 447.459.459.45      |
| A CENTY OD DEDA DTMENT.                 |         |             | (REPORTING                                    | PERIOD BE                                                                                                        | GINS OCT    | (REPORTING PERIOD SEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)  | O ENDS 8       | EPTEMBE    | _              |                      |          | - 1     |           |                     |
| AGENCT ON DEPARIMENT: Contral Intellige | Central | ntelligenci | nce Agency                                    | and the second |             |                                                                |                |            |                | REPORTING PERIOD: FY | NG PERIC |         | 2012      |                     |
|                                         | •       |             | PART IV                                       | BASES AND                                                                                                        | 15\$UE\$ Al | part (v 🔒 bases and issues alleged in complaints filed (par 2) | MPLAIN         | LS FILED ( | Part 2)        |                      |          |         |           | etterdurlangekeelde |
|                                         |         |             |                                               |                                                                                                                  | BASES OF 2  | BASES OF ALLEGED DISCRIMINATION                                | <b>MINATIO</b> | 7          |                |                      |          |         |           |                     |
|                                         | S.      | SEX         | PREGNANCY<br>DISCRIMINATION ACT               | NATIONAL ORIGIN                                                                                                  | NIGIN       | EQUAL<br>PAY ACT                                               |                | AGE        | VII.INA RULITY | ורוויע               | UNA      | TOTAL.  | TUTAL ALL | TOTAL M.I.          |
| ISSUES OF<br>ALLEGED<br>DISCRIMINATION  | MALE    | FEMALE      |                                               | IIISPANIC/                                                                                                       | OTHER       | MALE                                                           | TEMALE         |            | MENTAL         | PHYSIC AL            |          | BY RSUE | BY BSUE   | RY ISSUE            |
| A. APHXNINTMENTINGRE                    | -       | 0           | a                                             | c                                                                                                                | F           |                                                                | 10000          | -<br> -    | -              | 6                    | C        | α       | 6         | •                   |
| B. ASSIGNMENT OF DUTIES                 | 0       | 0           | 0                                             | 0                                                                                                                | 0           |                                                                |                | 0          | 0              | 0                    | 0        | 0       | •0        | 10                  |
| C. AWARDS                               | 0       | 2           | 0                                             | 0                                                                                                                | 0           |                                                                |                | 3          | 0              | 0                    | 0        | 5       | 2         | 2                   |
| D. CONVERSION TO FUEL TIME              | 0       | 0           | 0                                             | 0                                                                                                                | 0           |                                                                | あるの            | 0          | 0              | 0                    | 0        | 0       | 0         | 0                   |
| E. DISCIPLINARY ACTION                  | 2       | 0           | 0                                             | 0                                                                                                                | 0           |                                                                |                | -          | 0              | -                    | 0        | 11      | 3         | 3                   |
| 1. DEMOTION                             | -       | 0           | 0                                             | 0                                                                                                                | 0           |                                                                |                | -          | 0              | 0                    | 0        | 3       | 1         | -                   |
| 2. REPRIMAND                            | 0       | 0           | 0                                             | 0                                                                                                                | 0           |                                                                |                | 0          | 0              | 0                    | 0        | +       | 1         | t                   |
| 3. SUSPENSION                           | 0       | 0           | 0                                             | 0                                                                                                                | 0           |                                                                |                | 0          | 0              | 0                    | 0        | 0       | 0         | 0                   |
| 4. REMOVAL                              | -       | 0           | 0                                             | 0                                                                                                                | 0           |                                                                |                | +-         | 0              | 1                    | 0        | 2       | -         | -                   |
| s.                                      |         |             |                                               |                                                                                                                  |             |                                                                |                |            |                |                      |          |         |           |                     |
| ÷.                                      |         |             |                                               |                                                                                                                  |             |                                                                |                |            |                |                      |          |         |           |                     |
| 7.                                      |         |             |                                               |                                                                                                                  |             | ないでもんだ                                                         |                |            | -              |                      |          |         |           |                     |
| F. DUTY HOURS                           | 0       | 0           | 0                                             | 0                                                                                                                | 0           |                                                                | 語言             | 0          | 0              | 0                    | 0        | 0       | 0         | 0                   |
| G. EVALUATION/APPRAISAL                 | 0       | 2           | 2                                             | 0                                                                                                                | 0           |                                                                |                | 4          | 0              | ۴                    | 0        | 15      | 5         | 4                   |
| H. ENAMINATION/TEST                     | 0       | 0           | 0                                             | 0                                                                                                                | 0           |                                                                |                |            | 0              | 0                    | 0        | e       | 1         | ţ                   |
| . HARASSMIENT                           | 4       | 4           | 0                                             | 0                                                                                                                | 0           |                                                                |                | 80         | 2              | ი                    | -        | 47      | 19        | 17                  |
|                                         | 4       | 4           | 0                                             | 0                                                                                                                | 0           |                                                                |                | 8          | 2              | 6                    | -        | 47      | 19        | 17                  |
| 2. SENUAL                               | 0       | 0           | 5                                             |                                                                                                                  | 100 C 100   |                                                                |                |            |                |                      |          | 0       | 0         | 0                   |
| 1. MEDICAL ENAMINATION                  | 0       | -           | 0                                             | 0                                                                                                                | 0           | 「「「「「「「「」」」                                                    |                |            | 0              | 0                    | 0        | ~       | -         | -                   |
| K. P4V INCLUDING OVERTIME               | 0       | 0           | 0                                             | 0                                                                                                                | 0           | 0                                                              | 0              | 0          | 0              | -                    | 0        |         | +         |                     |
| L. PROMOTION.NON-SELECTION              | -       | -           | 0                                             | 0                                                                                                                | -           |                                                                |                | -          | 0              | 0                    | 0        | 4       | 2         | 2                   |
| M. REANSIONMENT                         | 0       | 2           | -                                             | 0                                                                                                                | 0           |                                                                |                | 2          | 0              |                      | 0        | 13      | 6         | 8                   |
| 1. DENED                                | 0       | -           | 0                                             | 0                                                                                                                | 0           |                                                                |                | -          | 0              | 0                    | 0        | 5       | 2         | 2                   |
| 2 DIRECTER                              | 0       | -           |                                               | 0                                                                                                                | 0           |                                                                |                | -          | 0              | -                    | 0        | 8       | 4         | 4                   |
| TOTAL ALL ISSUES BY RASES               | 8       | 15          | 3                                             | 0                                                                                                                | 2           | 0                                                              | 0              | 29         | 4              | 18                   | 2        |         |           |                     |
| TOTAL ALL COMPLAINTS FLED BY BASES      | ß       | 80          | 2                                             | 0                                                                                                                | 2           | 0                                                              | 0              | 12         | 2              | 6                    | -        |         |           |                     |
| TOTAL ALL COMPLAINANTS BY BASES         | - 1     | 8           | -                                             | 0                                                                                                                | 2           | 0                                                              | 0              | <u>+</u>   | 2              | 7                    | -        | のないない   | 「「「「「「」」」 |                     |
| EEOC FORM 462 (REVISED APR 2011)        | 11)     |             |                                               |                                                                                                                  |             |                                                                |                |            |                |                      |          |         |           | page 3b             |

# 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 2012** 

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|                                        |      |             |                                 |                     | BASES OF   | ALLEGED DIS  | CRIMINATI     | ON             |        |           |                |                       |                        |                          |
|----------------------------------------|------|-------------|---------------------------------|---------------------|------------|--------------|---------------|----------------|--------|-----------|----------------|-----------------------|------------------------|--------------------------|
|                                        | si   | EX          | PREGNANCY<br>DISCRIMINATION ACT | NATION              | AL ORIGIN  | EQU          | -             | AGE            | DISA   | RILITY    | GINA           | TOTAL                 | TOTAL ALL              | TOTAL ALL                |
| ISSUES OF<br>ALLEGED<br>DISCRIMINATION | MALE | FEMALE      |                                 | HISPANIC/<br>LATINO | OTHER      | MALE         | FEMALE        |                | MENTAL | PHYSIC AL | 4 <del>1</del> | ALL BASES<br>BY ISSUE | COMPLAINTS<br>BY ISSUE | COMPLAINANTS<br>BY ISSUE |
| I. REASONABLE ACCOMMODATION            |      | a state a s |                                 |                     | a start ve | W Law Martin |               | and the second | 1      | 1         | 0              | 4                     | 3                      | 3                        |
| ). REINSTATEMENT                       | 0    | 0           | 0                               | 0                   | 0          |              |               | 0              | 0      | 0         | 0              | 0                     | 0                      | 0                        |
| RETIREMENT                             | 0    | 0           | 0                               | 0                   | 0          |              | A THE WE WANT | 0              | 0      | 0         | 0              | 0                     | 0                      | 0                        |
| , TERMINATION                          | 0    | 1           | 0                               | 0                   | 0          | 公式合同日        | 2. S. S.      | 1              | 1      | 1         | 1              | 7                     | 2                      | 2                        |
| . TERMS/CONDITIONS OF EMPLOYMENT       | 0    | 0           | 0                               | 0                   | 0          |              |               | 1              | 0      | 0         | 0              | 4                     | 2                      | 2                        |
| . TIME AND ATTENDANCE                  | 0    | 1           | 0                               | 0                   | 0          |              |               | 1              | 0      | 0         | 0              | 2                     | 1                      | 1                        |
| TRAINING                               | 0    | 0           | 0                               | 0                   | 0          |              |               | 1              | 0      | 0         | 0              | 1                     | 1                      | 1                        |
| . OTHER (Please specify below)         |      |             |                                 |                     |            |              |               |                |        |           |                |                       |                        |                          |
| L. POSITION DOWNGRADE                  | 0    | 1           | 0                               | 0                   | 0          |              |               | 2              | 0      | 0         | 0              | 3                     | 2                      | 2                        |
| 2 RECEIVED POOR ADVICE                 | 0    | 0           | 0                               | 0                   | 0          |              |               | 1              | 0      | 0         | 0              | 3                     | 1                      | 1                        |
| 3.                                     |      |             |                                 |                     |            |              |               |                |        |           |                |                       |                        |                          |
| 4,                                     |      |             |                                 |                     |            |              |               |                |        |           |                |                       |                        | [                        |
| 5.                                     |      |             |                                 |                     |            |              |               |                |        |           |                |                       |                        | [                        |
| OTAL ALL ISSUES BY BASES               | 8    | 15          | 3                               | 0                   | 2          | 0            | 0             | 29             | 4      | 18        | 2              | A                     |                        |                          |
| TOTAL ALL COMPLAINTS FILED BY BASES    | 5    | 8           | 2                               | 0                   | 2          | 0            | 0             | 12             | 2      | 9         | 1              |                       |                        |                          |
| IOTAL ALL COMPLAINANTS BY BASES        | 5    | 8           | 1                               | 0                   | 2          | 0            | 0             | 11             | 2      | 7         | 1              | 的時代                   |                        |                          |

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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

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**REPORTING PERIOD:** FY 2012

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| an an the land property of a prob                          | ing generation of the second | 15 A 17 A                                 | PART IVA                    | · BASES                     | DF DISCRI | MINATIC | ON IN FI | NDINGS A | ND ALLEG   | 60 IN 821 | TLEMENT   | gatiya.<br>I   | A9      | S. Sunt | (4(4-)4-) | ત્ત્વને કેવે/દે , | S.C. S | N. 69 Y | a a 199   | est faite a  |
|------------------------------------------------------------|------------------------------|-------------------------------------------|-----------------------------|-----------------------------|-----------|---------|----------|----------|------------|-----------|-----------|----------------|---------|---------|-----------|-------------------|--------|---------|-----------|--------------|
|                                                            |                              | in an |                             | alian in an in an ann an th |           | BASES   | FDISCRI  | MINATION | IN FINDING | S AND ALL | OED BASES | N SETTI        | MINTS   |         |           |                   |        |         |           |              |
|                                                            |                              |                                           | ¥+C                         | 2                           |           |         | (,019%   | RELICION | RPPRISAL   |           | EX        | PDA            | NATIONA | LORGIN  | EQUAL     | PAY ACT           | LOR.   | DIS     | BALITY    | GD-4         |
|                                                            | AMER PODIAN                  | ANGAN -                                   | *****                       | AMERICAN                    | #30.22    | TNUOR   |          |          |            | NALE      | PRINTE    |                | REPANE  | OTHER   | STALE     | FEMALS            | 1      | VENTAL  | -MISSICAL |              |
| FINDINGS/ALLEGATIONS IN:                                   | alaska<br>varisz             |                                           | * 41004 14, 94<br>Ite 40400 |                             |           | 444E    |          |          |            |           |           |                | LATIN   |         |           |                   |        |         |           |              |
| . Counseling Settlement Allegations                        | 0                            | 0                                         | 0                           |                             | 0         | 0       | 0        | 0        | 0          | 0         | 0         | 0              | 0       | 0       | 0         | 0                 | 0      | 0       | 0         | 0            |
| ia. Number of Counselings Settled                          | 0                            | 0                                         | 0                           | 1                           | 0         | 10      | 0        | 0        | 0          | 0         | 0         | - n            | 10-     | 0       | ň         | 18-               | t ñ -  | 10      | Ň         | -            |
| 1b. Number of Counscless Settled With                      | 0                            | 0                                         | 0                           | 1                           | 0         | 0       | 0        | 0        | 0          | Õ         | Ŏ         | Ő              | Ŏ       | ŏ       | ŏ         | l a               | ŏ      | lŏ      | ō         | ŏ            |
| 2. Complaint Settlement Allegations                        | - 0                          | <u> </u>                                  | 1 0                         | 2                           | 0         | + -     | 0        |          | 8          | 2         | 4         | 0              | 10-     | 0       |           | +                 | 3      | 3       |           | 0            |
| 2a. Number of Complaints Settled                           | 0                            | 1                                         | 0                           | 1                           | 0         | 0       | 0        | 1        | 3          | 1         | 4         | ŏ              | 10      | ŏ       | ŏ         | 10                | 15     | 13-     | 3         | <u> </u>     |
| 2b. Number of Complainants Settled With                    | 0                            | 1                                         | 0                           | 1                           | Q         | 0       | 0        | 1        | 3          | 1         | 4         | <u> </u>       | Ō       | ā.      | ŏ         | ľ n               | 2      | 2       | 2         | ŏ            |
| 3. Final Agency Decision Findings                          | <del>  0  </del>             | 0                                         | 1 0                         | 0                           | 0-        | 0       | 0        | 0        |            | 0         | 0         | 0              | 10      | 0       | 0         | -                 | 10     | 0       | 0         | 0            |
| 3a. Number FADs with Findings                              | 0                            | 0                                         | 0                           | 0                           | 0         | 0       | 0        | 0        | 0          | 0         | 0         | ň              | 10      | 0       | ň         |                   | 10     | 10-     |           | - Ă          |
| 3b. Number Complainants Issued FAD Findings                | 0                            | Ŭ                                         | 0                           | Ű                           | Ū         | Ō       | Ō        | Ū        | Ŭ          | Ŭ         | ŏ         | ŏ              | ð       | ð       | ð         | ŏ                 | Ö      | 0       | 0         | Ö            |
| 4. AJ Decision Findings                                    | + 0                          |                                           | 1 0                         | 0                           | 0         | 10      | 0        | 0        |            | 0         | 1 0       | 0              | 10      | 0       | 0         |                   | 0      | 0       | 0         |              |
| 4a. Number AJ Decisions With Findings                      | 0                            | 0                                         | U                           | 0                           | 0         | 0       | Ū        | Ō        | Ö          | Ō         | Ő         | ŏ              | Ő       | ŏ       | ŏ         | 0                 | ð      | 18      | ð         | Ň.           |
| 5. Final Agency Order Findings Implemented                 | 0                            | 0                                         | + 0-                        | 0                           | 0         | 0       | 0        | 0        | 0          | 0         | 0-        | 0              | 10      | 0       | 0         | 0                 | 0      | 0       |           | 0            |
| 51. Number of Final Orders With Findings Implemented       | 0                            | 0                                         | 0                           | 0                           | 0         | 0       | 0        | 0        | 0          | 0         | 0         | ŏ              | 1 ŏ     | lõ-     | ŏ         | 10                | 10-    | 10      | <u> </u>  | - <u>X</u> - |
| Sb, 4 of Complainants issued POs with Findings Implemented | 0                            | 0                                         | 0                           | 0                           | 0         | 0       | 0        | 0        | 0          | 0         | 0         | Ő              | Ő       | ŏ       | ŏ         | l o               | ŏ      | L Ö     | <u>o</u>  | ŏ            |
| TOTAL SETTLEMENT ALLEGATIONS                               | 0                            | <u>├</u>                                  | 1-0                         | 3                           | 0         | 0       | -0-      | <u> </u> | 8          | 2         | 4         | 0              | 10      | 0       | 0         | 0                 | 2      | 3       | 3         | -            |
| TOTAL FINAL ACTION FINDINGS                                | 0                            | 0                                         | 0                           | 0                           | 0         | 0       | Ó        | 0        | Ō          | ō         | 10        | <del>ا م</del> | 10      | l o     | 1 õ       | 10                |        | 1 %     |           | <u> </u>     |

PART IVE - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS NEW TOTAL -715 secondex DISCIPLINARY ACTION вету TV4L EXAMPLE 1 .... HARABARNT HERCAL 104-RENEROWINERT PEASON IN REV:-TUR 45 FINDINGS/ALLEGATIONS IN: 1912, TN HE OF DUTIES DEMOTION REPRIMAND SUSPENSION FEINOVAL. 100, NJ 1914/108 -1837 YON-SEVERE SECONE EXAM. OVERTINE SHECTO DENIED DRECTED 4000414 ATEMENT EMPLOYMENT TTENDANCE σ σ σ Û 0 0 0 σ Ū TT -**U**-. Counseling Settlement Allegations -----T 0 0 1 σ 0 T 0 -m Ť. 0 0 τ σ 0 0 0 υ 0 υ 0 Û Û σ 0 0 -Ū-Ia. Number of Counselings Settled υ - U 0 0 0 0 1 0 0 0 0 0 0 0 σ 0 0 σ 1b. Number of Counseloes Settled With 0 0 0 T 0 σ 0. 0 0 0 0 0 0 υ σ 0 0 Ō 0 0 0 0 ΰ Û 0 0 0 2. Complaint Settlement Allegations -2-~2 σ 5 TT. -2-- - - -÷ 2 T σ σ 0 σ π -0-0 2a. Number of Complaints Settled TT 0 σ σ Z υ z υ 5 0 0 2 3 2 -2-0 0 0 U 0 0 Z 0 σ 0 0 0 0 25. Number of Complainants Settled With 0 2 σ 5 0 0 2 3 2 2 0 0 0 0 1 2 0 0

|                                                            |          |          | _ |    |    |    |    | 1  |    |    |    | 1  |   |   |   | 1 |   |   |   |     |   |   |   |               |                | 1    |
|------------------------------------------------------------|----------|----------|---|----|----|----|----|----|----|----|----|----|---|---|---|---|---|---|---|-----|---|---|---|---------------|----------------|------|
| 3. Final Agency Decision Findings                          | <u> </u> |          | 0 | 0  | 0  | 0  | 0  | U  | 0  | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0             | 0              | 0    |
| 3a. Number FADs with Findings                              | 0        | 0        | 0 | 0  | 0  | 0  | 10 | 0  | 10 | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 10            | 10             | നി   |
| 3h. Number Complainants Insued FAD Findings                | 0        | 0        | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | Ō   | Ō | Ó | Ō | 0             | 0              | 0    |
|                                                            |          |          |   |    |    |    |    |    |    |    |    |    |   | 1 |   |   |   |   |   | 1   |   |   |   | 1             | 1              |      |
| 4. AJ Decision Findings                                    | 0        |          | 0 | 0  | 0  | 10 | 0  | 10 | 10 | 10 | 10 | 0  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 | σ | 0             | 10             | 0    |
| 4a. Number AJ Decisiona With Findings                      | 0        | 0        | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0 | 0 | σ | U | 0 | 0 | 0   | 0 | 0 | 0 | 0             | 0              | 0    |
|                                                            | <u> </u> | <u> </u> |   |    |    |    |    |    |    |    |    |    |   |   |   |   |   |   |   |     | 1 | 1 |   | 1             | 1              |      |
| 5. Final Agency Order Findings Implemented                 | 0        | 0        | 0 | 0  | 10 | 10 | 10 | 0  | 0  | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 0             | 10             |      |
| Sa, Number of Final Orders With Findings Implemented       | 0        | 0        | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 | Ō | t õ | Ū | Ŏ | Ū | 1- <u>ō</u> - | 10             | Ō    |
| 5b. # of Complainants issued FOs with Findings Implemented | 0        | 0        | 0 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0   | 0 | 0 | 0 | 10            | 0              | υ    |
|                                                            |          |          |   |    |    |    |    |    |    |    |    | 1  | Γ |   |   |   | 1 |   |   | 1   | 1 |   |   | 1             |                |      |
| TOTAL SETTLEMENT ALLEGATIONS                               | 0        | 0        | 0 | 0  | 0  | 10 | 11 | 3  | 0  | 4  | 0  | 5  | 0 | 0 | Z | 3 | 2 | 2 | U | 0   | 0 | 0 | 0 | 10            | <del>  /</del> | 4    |
| TOTAL FINAL ACTION FINDINGS                                | 0        | 0        | 0 | 10 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 10 | 0 | 0 | 0 | 0 | 0 | 0 | σ | 0   | 0 | 0 | 0 | 10            |                | - VI |

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| ANNUAL FEDERAL EQUAL EMPLOYM<br>STATISTICAL REPORT OF DISCRIMINA                                                                                             | ATION C                                                                                                         | OMPLA           | NTS              |                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------|------------------|---------------------------------------|
| (REPORTING PERIOD BEGINS OCTOBER 1ST AND E<br>AGENCY OR DEPARTMENT: Central Intelligence Agency                                                              |                                                                                                                 | TING PERIC      |                  |                                       |
| A SERVET ON DEL ANNIENT. CENTRAL INTERIORENCE AGENCY                                                                                                         |                                                                                                                 | TING FERI       | <b>JU. FT</b> 20 | )12<br>                               |
| PART V - SUMMARY OF CLOSURES E                                                                                                                               | BY STATUT                                                                                                       | Έ               |                  |                                       |
| A. STATUTE       (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD E/         29       1. TITLE VII         1       1a. PREGNANCY DISCRIMINATION ACT (PDA) | ACH ON THE                                                                                                      | APPROPRIATI     | E LINE.)         |                                       |
| 8 2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)                                                                                                              |                                                                                                                 |                 |                  |                                       |
| 8 3. REHABILITATION ACT                                                                                                                                      |                                                                                                                 |                 |                  |                                       |
| 0 4. EQUAL PAY ACT (EPA)                                                                                                                                     |                                                                                                                 |                 |                  |                                       |
| 1 5. GENETIC INFORMATION NONDISCRIMINATION ACT (                                                                                                             | GINA)                                                                                                           |                 |                  |                                       |
| B. TOTAL BY STATUTES     47 THIS NUMBER MAY BE LARGER THAN THE TOTAL NU     (A1+A1a+A2+A3+A4+A5)     BART VI     SUMMARY OF CLOSURES BY                      | - Stealinger                                                                                                    |                 | TS CLOSEI        | ).                                    |
| PART VI - SUMMARY OF CLOSURES B                                                                                                                              | Y CATEGO                                                                                                        |                 | -                | T                                     |
|                                                                                                                                                              |                                                                                                                 | TOTAL<br>NUMBER | TOTAL<br>DAYS    | AVERAC<br>DAYS                        |
| A. TOTAL NUMBER OF CLOSURES                                                                                                                                  | (1+2+3)                                                                                                         | 39              | 22830            | 585.3                                 |
| 1. WITHDRAWALS                                                                                                                                               |                                                                                                                 | 2               | 236              | 118.0                                 |
| a. NON-ADR WITHDRAWALS                                                                                                                                       |                                                                                                                 | 2               | 236              | 118.0                                 |
| b. ADR WITHDRAWALS                                                                                                                                           |                                                                                                                 | 0               | 0                | 0.00                                  |
| 2. SETTLEMENTS                                                                                                                                               |                                                                                                                 | 10              | 4484             | 448.4                                 |
| a. NON-ADR SETTLEMENTS                                                                                                                                       |                                                                                                                 | 10              | 4484             | 448.4                                 |
| b. ADR SETTLEMENTS                                                                                                                                           |                                                                                                                 | 0               | 0                | 0.00                                  |
| 3. FINAL AGENCY ACTIONS                                                                                                                                      | (B+C)                                                                                                           | 27              | 18110            | 670.7                                 |
| 8. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION                                                                                           | (1+2+3)                                                                                                         | 15              | 3872             | 258.1                                 |
| 1. FINDING DISCRIMINATION                                                                                                                                    | 1                                                                                                               | 0               | 0                | 0.00                                  |
| 2. FINDING NO DISCRIMINATION                                                                                                                                 |                                                                                                                 | 6               | 3542             | 590.3                                 |
| 3. DISMISSAL OF COMPLAINTS                                                                                                                                   |                                                                                                                 | 9               | 330              | 36.67                                 |
| . FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION                                                                                             | (1+2)                                                                                                           | 12              | 14238            | 1186.5                                |
| 1. AJ DECISION FULLY IMPLEMENTED                                                                                                                             | (a+b+c)                                                                                                         | 12              | 14238            | 1186.5                                |
| (a) FINDING DISCRIMINATION                                                                                                                                   |                                                                                                                 | 0               | 0                | 0.00                                  |
| (b) FINDING NO DISCRIMINATION                                                                                                                                |                                                                                                                 | 11              | 13055            | 1186.8                                |
| (c) DISMISSAL OF COMPLAINTS                                                                                                                                  |                                                                                                                 | 1               | 1183             | 1183.0                                |
| 2. AJ DECISION NOT FULLY IMPLEMENTED                                                                                                                         | (a+b+c)                                                                                                         | 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                                  |
|                                                                                                                                                              | the second se |                 |                  | · · · · · · · · · · · · · · · · · · · |

| (REPORTING PERIOD BEGINS OCTOBER 1ST AND END                                              |                   | -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                     |
|-------------------------------------------------------------------------------------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| GENCY OR DEPARTMENT: Central Intelligence Agency                                          |                   | PERIOD: FY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                     |
| PART VI - SUMMARY OF CLOSURES BY CATEGO                                                   |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
|                                                                                           | TOTAL             | TOTAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | AVERAGE             |
|                                                                                           | NUMBER            | DAYS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | DAYS                |
| ). FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)                                    | 6                 | 358                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 59.67               |
| 1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)                                            | 1 1               | 60                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 60.00               |
| a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST                             | 1 1               | <b>6</b> 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 60.00               |
| 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)                                       | 2                 | 122                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 61.00               |
| 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               | 1                 | 62                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 62.00               |
| 3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)      | 3                 | 176                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 58.67               |
| a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE       | 2                 | 115                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 57.50               |
| b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE |                   | 61                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 61.00               |
| 4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)                                   | 0                 | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0.00                |
| a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION                                   | 0                 | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0.00                |
| b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION                                | 0                 | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0.00                |
|                                                                                           |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | and the property of |
| PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED I                                          | BY TYPES OF       | BENEFITS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                     |
|                                                                                           | NUM               | BER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                     |
| TOTAL COMPLAINTS CLOSED WITH BENEFITS                                                     | 1(                | Mary and a second second second second second                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                     |
| TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT                                      | 8                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| 1. BACK PAY/FRONT PAY                                                                     | 1                 | and the program in the property of the second                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                     |
| 2. LUMP SUM PAYMENT                                                                       | 2                 | in the second state of the |                     |
| 3. COMPENSATORY DAMAGES                                                                   | 4                 | and the second                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                     |
| 4. ATTORNEY FEES AND COSTS                                                                | 3                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| INTENTIONALLY LEFT BLANK                                                                  |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT                                  | MANAGER OF CLOSUF |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| TYPES OF BENEFITS IN NON-MONETARY CLOSURES                                                | MONETARY BENG     | FITS AS WELL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                     |
| 1. HIRES                                                                                  | (                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| a. RETROACTIVE                                                                            | 0                 | na faange na magaalaan an india faan faar ni ka an                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                     |
| b. NON-RETROACTIVE                                                                        | <u> </u>          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| 2. PROMOTIONS                                                                             | 1                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| a. RETROACTIVE                                                                            | 1                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| b. NON-RETROACTIVE                                                                        | 0                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| 3. EXPUNGEMENTS                                                                           | 2                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| 4. REASSIGNMENTS                                                                          | 3                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| 5. REMOVALS RESCINDED                                                                     | 0                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| a. REINSTATEMENT                                                                          | 0                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| b. VOLUNTARY RESIGNATION                                                                  | 0                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| 5. ACCOMMODATIONS                                                                         | 0                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| 7. TRAINING                                                                               | 1                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| APOLOGY                                                                                   | 0                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| D. DISCIPLINARY ACTIONS                                                                   | 0                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| a. RESCINDED                                                                              | 0                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| b. MODIFIED                                                                               | 0                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| 0. PERFORMANCE EVALUATION MODIFIED                                                        | <u>. 0</u>        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
| 1. LEAVE RESTORED                                                                         | 1                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
|                                                                                           | d                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |
|                                                                                           |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                     |

(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 Agen                             | CY           |           | REPORTING            | PERIOD: FY        | 2012        |
|-----------------------------------------------------------------------------|--------------|-----------|----------------------|-------------------|-------------|
|                                                                             |              |           |                      |                   |             |
| PART VIII - SUMMARY OF PEN                                                  | DING COMP    | LAINTS BY | CATEGORY             | •                 |             |
|                                                                             | NUMBER       | NUMBER    | AVERAGE              | NUMBER OF D       | AYS PENDING |
| A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I)                        | PENDING      | OF DAYS   | DAYS                 |                   | EST CASE    |
| (1+1a+2+3+4)                                                                | 48           | 33581     | an station a station |                   | New York    |
| 1. COMPLAINTS PENDING WRITTEN NOTIFICATION<br>(Acknowledgement Letter)      | 0            | 0         | 0.00                 | 0                 |             |
| 1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS                           | 1            | 33        | 33.00                | 33                |             |
| 2. COMPLAINTS PENDING IN INVESTIGATION                                      | 20           | 5406      | 270.30               | 600               | )           |
| 3. COMPLAINTS PENDING IN HEARINGS                                           | 26           | 27122     | 1043.15 .            | 188               | 9           |
| 4. COMPLAINTS PENDING A FINAL AGENCY ACTION                                 | 1            | 1020      | 1020.00              | 102               | -           |
| PART IX - SUMMARY OF I                                                      | VESTIGATI    | ONS COM   |                      |                   |             |
|                                                                             |              |           | TOTAL                | TOTAL DAYS        | AVERAGE     |
| INVESTIGATIONS COMPLETED DURING REPORTING PERIOD                            |              | (1+3)     | 14                   | 4838              | 345.57      |
| 1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL                             |              | (0+1+10)  | 11                   | 3871              | 351.91      |
| a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS                             |              | (a+b+c)   | 0                    | 0                 | 0.00        |
| b. INVESTIGATIONS COMPLETED IN 180 DATE OR LEGS                             | <del> </del> |           | 8                    | 2399              | 299.88      |
| 1. TIMELY COMPLETED INVESTIGATIONS                                          |              |           | 1                    | 298               | 298.00      |
| 2. UNTIMELY COMPLETED INVESTIGATIONS                                        |              |           | 7                    | 2101              | 300.14      |
| c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS                             | ······       |           | 3                    | 1472              | 490.67      |
| 2. AGENCY INVESTIGATION COSTS                                               |              | P         |                      |                   |             |
| 3. INVESTIGATIONS COMPLETED BY CONTRACTORS                                  |              | (a+b+c)   | (3)                  | 967               | 322.33      |
| a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS                             |              | <u>`</u>  | 0                    | 0                 | 0.00        |
| b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS                               |              |           | 2                    | 526               | 263.00      |
|                                                                             |              | ]         | .0.                  | 0                 | 0.00        |
| 1. TIMELY COMPLETED INVESTIGATIONS                                          |              |           |                      |                   | 263.00      |
| 1. TIMELY COMPLETED INVESTIGATIONS     2. UNTIMELY COMPLETED INVESTIGATIONS |              |           | 2 -                  | 526               | 203.00      |
|                                                                             |              |           | 2                    | <u>526</u><br>441 | 441.00      |

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EEOC FORM 462 (REVISED APR 2011)

page 7

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

| PART X - SUMMARY                                                                                                             | OF ADR PROGRAM ACTIVI |                                                        |                                                      |                                                                                                                |
|------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------------------------------------------------|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| INFORMAL P                                                                                                                   | HASE (PRE-COMPLAINT)  | italiya ana ay ing | a a fail a da an | in de la constant de |
| A. INTENTIONALLY LEFT BLANK                                                                                                  |                       |                                                        |                                                      |                                                                                                                |
| 3. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS                                                                                | COUNSELINGS           | INDIVIDUALS                                            |                                                      |                                                                                                                |
| 1. ADR OFFERED BY AGENCY                                                                                                     | 38                    | 35 .                                                   |                                                      |                                                                                                                |
| 2. REJECTED BY INDIVIDUAL (COUNSELEE)                                                                                        | 28                    | 27                                                     |                                                      |                                                                                                                |
| 3. INTENTIONALLY LEFT BLANK                                                                                                  |                       |                                                        |                                                      |                                                                                                                |
| 4. TOTAL ACCEPTED INTO ADR PROGRAM                                                                                           | 10                    | 10                                                     |                                                      |                                                                                                                |
| ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)                                                                   | 10                    | 10                                                     |                                                      |                                                                                                                |
| 1. INHOUSE                                                                                                                   | 0                     | 0                                                      |                                                      |                                                                                                                |
| 2. ANOTHER FEDERAL AGENCY                                                                                                    | 0                     | 0                                                      | 2 A 19 A 19                                          |                                                                                                                |
| 3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS,<br>BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS<br>OR COLLEGE/UNIVERSITY PERSONNEL) | 10                    | 10                                                     |                                                      |                                                                                                                |
| 4. MULTIPLE RESOURCES USED (Please specify in a comment b                                                                    | ox) 0                 | 0                                                      |                                                      |                                                                                                                |
| 5. FEDERAL EXECUTIVE BOARD                                                                                                   | 0                     | 0                                                      |                                                      |                                                                                                                |
| 6.                                                                                                                           |                       | 1                                                      |                                                      |                                                                                                                |
| 7.                                                                                                                           |                       | -                                                      |                                                      |                                                                                                                |
|                                                                                                                              | COUNSELINGS           | INDIVIDUALS                                            | DAYS                                                 | AVERAGE DA                                                                                                     |
| ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)                                                                  | 10                    | 10                                                     | 600                                                  | 60.00                                                                                                          |
| 1. MEDIATION                                                                                                                 | 0                     | 0                                                      | 0                                                    | 0.00                                                                                                           |
| 2. SETTLEMENT CONFERENCES                                                                                                    | 0                     | 0                                                      | 0                                                    | 0.00                                                                                                           |
| 3. EARLY NEUTRAL EVALUATIONS                                                                                                 | Q                     | 0                                                      | 0                                                    | 0.00                                                                                                           |
| 4 FACTFINDING                                                                                                                | 0                     | 0                                                      | 0                                                    | 0.00                                                                                                           |
| 5. FACILITATION                                                                                                              | 0                     | 0                                                      | 0                                                    | 0.00                                                                                                           |
| 6 OMBUDSMAN                                                                                                                  | 10                    | 10                                                     | 600                                                  | 60.00                                                                                                          |
| 7. PEER REVIEW                                                                                                               | 0                     | 0                                                      | 0                                                    | 0.00                                                                                                           |
| 8. MULTIPLE TECHNIQUES USED (Please specify in a comment be                                                                  | 0                     | 0                                                      | 0                                                    | 0.00                                                                                                           |
| 9.                                                                                                                           |                       | ļ                                                      |                                                      |                                                                                                                |
| 10.                                                                                                                          |                       | <u> </u>                                               |                                                      |                                                                                                                |
|                                                                                                                              |                       | <b> </b>                                               |                                                      |                                                                                                                |
| 11.<br>STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS                                                                    | COUNSELINGS           | INDIVIDUALS                                            | DAYS                                                 | AVERAGE DA                                                                                                     |
| 1. TOTAL CLOSED                                                                                                              | 10                    | 10                                                     | 600                                                  | 60.00                                                                                                          |
| a. SETTLEMENTS WITH BENEFITS (Monetary and Non-mon-                                                                          |                       | 0                                                      | 0                                                    | 0.00                                                                                                           |
| b. NO FORMAL COMPLAINT FILED                                                                                                 | 4                     | 4                                                      | 200                                                  | 50.00                                                                                                          |
|                                                                                                                              |                       | · · · · · ·                                            | ~~~~                                                 |                                                                                                                |
|                                                                                                                              | 3                     | 3                                                      | 250                                                  | 83.33                                                                                                          |
| i. NO RESOLUTION                                                                                                             |                       | łł                                                     |                                                      |                                                                                                                |
| ii. NO ADR ATTEMPT (aka Part X.E.1.d)                                                                                        | 3                     | 3                                                      | 150                                                  | 50.00                                                                                                          |
| DECISION TO FILE COMPLAINT PENDING AT THE END OF THE<br>c. REPORTING PERIOD                                                  | E 0                   | 0                                                      | 0                                                    | 0.00                                                                                                           |
| 2. INTENTIONALLY LEFT BLANK                                                                                                  | and the second        | LE PARA AND                                            | CALLER STORES                                        | and the second                                                                                                 |

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

| GENCY                                     | OR DEPARTMENT: Central Intelligence Agency                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | REPORTING PERI                                     | OD: FY 2012                       |                                             |
|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------|---------------------------------------------|
| . * <u>1</u> 4674 * 1                     | PART XI - SUMMARY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    | A AND SCIENCE AND                 |                                             |
|                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    |                                   | diatana at at a constant and a start of the |
|                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | SE (COMPLAINT FILI                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | anna an san sa | and the second second             |                                             |
|                                           | CTIONS IN COMPLAINT CLOSURES                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | COMPLAINTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | COMPLAINANTS                                       |                                   |                                             |
| 1                                         | ADR OFFERED BY AGENCY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <u>0</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 0                                                  |                                   |                                             |
| 2.<br>3.                                  | REJECTED BY COMPLAINANT                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                    |                                   |                                             |
|                                           | INTENTIONALLY LEFT BLANK                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Printer and a second se |                                                    |                                   |                                             |
|                                           | TOTAL ACCEPTED INTO ADR PROGRAM<br>ESOURCES USED IN COMPLAINT CLOSURES (TOTALS)                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    |                                   |                                             |
| 1                                         | INHOUSE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | - <del> </del>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 0                                                  |                                   |                                             |
| 2.                                        | ANOTHER FEDERAL AGENCY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  |                                   |                                             |
| 3.                                        | PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS,                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <u>ě</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | +                                                  |                                   |                                             |
| •.                                        | BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1                                                  |                                   |                                             |
|                                           | OR COLLEGE/UNIVERSITY PERSONNEL)                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  | and the state of the state of the | 1. A. 19                                    |
| 4.                                        | MULTIPLE RESOURCES USED (Please specify in a comment box)                                                                                                                                                                                                                                                                                                                                                                                                                                             | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  | 1. Sec. 1.                        |                                             |
| 5.                                        | FEDERAL EXECUTIVE BOARD                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1 0                                                |                                   |                                             |
| 6.                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | †¥                                                 |                                   |                                             |
| 7.                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1                                                  |                                   |                                             |
| S. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. | In the second second state of the second                                                                                                                                                                                                                                                                                                                                                                                        | COMPLAINTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | COMPLAINANTS                                       | DAYS                              | AVERAGE DAYS                                |
|                                           | ECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  | 0                                 | 0.00                                        |
| 1.                                        | MEDIATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  | 0                                 | 0.00                                        |
| 2.                                        | SETTLEMENT CONFERENCES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Ō                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Ö                                                  | Ő                                 | 0.00                                        |
| З.                                        | EARLY NEUTRAL EVALUATIONS                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  | 0                                 | 0.00                                        |
| 4.                                        | FACTFINDING                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Ō                                                  | Ő                                 | 0.00                                        |
| 5.                                        | FACILITATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  | 0                                 | 0.00                                        |
| 6.                                        | OMBUDSMAN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  | 0                                 | 0.00                                        |
| 7.                                        | MINI-TRIALS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Ō                                                  | Ō                                 | 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.                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    |                                   |                                             |
|                                           | S OF CASES IN COMPLAINT CLOSURES                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | COMPLAINTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | COMPLAINANTS                                       | DAYS                              | AVERAGE DAYS                                |
| 1.                                        | TOTAL CLOSED                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 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. NO ADR ATTEMPT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  | 0                                 | 0.00                                        |
| 2.                                        | INTENTIONALLY LEFT BLANK<br>TS RECEIVED                                                                                                                                                                                                                                                                                                                                                                                                                                                               | COMPLAINTS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                    |                                   |                                             |
| 1.                                        | MONETARY (INSERT TOTALS)                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | COMPLAINANTS                                       |                                   |                                             |
| <u>!</u>                                  | a. COMPENSATORY DAMAGES                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | ŏ                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  |                                   |                                             |
|                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    |                                   |                                             |
|                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1                                                  |                                   |                                             |
|                                           | b. BACKPAY/FRONTPAY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                                  |                                   |                                             |
|                                           | b. BACKPAY/FRONTPAY<br>c. LUMP SUM                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0<br>0                                             |                                   |                                             |
|                                           | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 0                                                  |                                   |                                             |
|                                           | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.                                                                                                                                                                                                                                                                                                                                                                                                                                | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0<br>0                                             |                                   |                                             |
|                                           | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.                                                                                                                                                                                                                                                                                                                                                                                                                          | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0<br>0                                             |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.                                                                                                                                                                                                                                                                                                                                                                                                                    | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0<br>0<br>0                                        |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)                                                                                                                                                                                                                                                                                                                                                                                    | 0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 0<br>0<br>0                                        |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.                                                                                                                                                                                                                                                                                                                                                                                                                    | 0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES                                                                                                                                                                                                                                                                                                                                                                        | 0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE                                                                                                                                                                                                                                                                                                                               | 0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE                                                                                                                                                                                                                                                                                            | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE                                                                                                                                                                                                                                                                     | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS                                                                                                                                                                                                                                                  | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REMOVALS RESCINDED<br>i. REINSTATEMENT                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REMOVALS RESCINDED<br>i. REINSTATEMENT<br>ii. VOLUNTARY RESIGNATION                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REMOVALS RESCINDED<br>i. REINSTATEMENT<br>ii. VOLUNTARY RESIGNATION<br>f. ACCOMMODATIONS                                                                                                                               | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REMOVALS RESCINDED<br>i. REINSTATEMENT<br>ii. VOLUNTARY RESIGNATION<br>f. ACCOMMODATIONS<br>g. TRAINING                                                                                                                | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REMOVALS RESCINDED<br>i. REINSTATEMENT<br>ii. VOLUNTARY RESIGNATION<br>f. ACCOMMODATIONS<br>g. TRAINING<br>h. APOLOGY                                                                                                  | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REINSTATEMENT<br>ii. VOLUNTARY RESIGNATION<br>f. ACCOMMODATIONS<br>g. TRAINING<br>h. APOLOGY<br>i. DISCIPLINARY ACTIONS                                                                                                | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REMOVALS RESCINDED<br>i. REINSTATEMENT<br>ii. VOLUNTARY RESIGNATION<br>f. ACCOMMODATIONS<br>g. TRAINING<br>h. APOLOGY<br>i. DISCIPLINARY ACTIONS<br>i. RESCINDED                                                       | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REMOVALS RESCINDED<br>i. REINSTATEMENT<br>ii. VOLUNTARY RESIGNATION<br>f. ACCOMMODATIONS<br>g. TRAINING<br>h. APOLOGY<br>i. DISCIPLINARY ACTIONS<br>i. RESCINDED<br>ii. MODIFIED                                       | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REMOVALS RESCINDED<br>i. REINSTATEMENT<br>ii. VOLUNTARY RESIGNATION<br>f. ACCOMMODATIONS<br>g. TRAINING<br>h. APOLOGY<br>i. DISCIPLINARY ACTIONS<br>i. RESCINDED<br>ii. MODIFIED<br>j. PERFORMANCE EVALUATION MODIFIED | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                    |                                   |                                             |
| 2.                                        | b. BACKPAY/FRONTPAY<br>c. LUMP SUM<br>d. ATTORNEY FEES AND COSTS<br>e.<br>f.<br>g.<br>NON-MONETARY (INSERT TOTALS)<br>a. HIRES<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>b. PROMOTIONS<br>i. RETROACTIVE<br>ii. NON-RETROACTIVE<br>c. EXPUNGEMENTS<br>d. REASSIGNMENTS<br>e. REMOVALS RESCINDED<br>i. REINSTATEMENT<br>ii. VOLUNTARY RESIGNATION<br>f. ACCOMMODATIONS<br>g. TRAINING<br>h. APOLOGY<br>i. DISCIPLINARY ACTIONS<br>i. RESCINDED<br>ii. MODIFIED                                       | 0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0<br>0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                    |                                   |                                             |

|                                                                                                                                                                     | EMPLOYMENT OPPORTUNITY                                         |                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|------------------|
|                                                                                                                                                                     |                                                                |                  |
|                                                                                                                                                                     | BER 1ST AND ENDS SEPTEMBER 30TH)                               | -                |
| AGENCY OR DEPARTMENT: Central Intelligence Agency                                                                                                                   | REPORTING PERIOD: FY 2012                                      |                  |
| PART XII - SUMMARY OF EI                                                                                                                                            | EO ADR PROGRAM ACTIVITIES                                      |                  |
|                                                                                                                                                                     | RESOURCES                                                      | -                |
| A. NO LONGER COLLECTED                                                                                                                                              |                                                                |                  |
|                                                                                                                                                                     |                                                                |                  |
| B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR                                                                                                                        |                                                                |                  |
|                                                                                                                                                                     |                                                                |                  |
| C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT                                                                                                                  |                                                                |                  |
| INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)<br>1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)                                                                    |                                                                |                  |
| 2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)                                                                                                                       | <u>0</u>                                                       |                  |
| 3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT<br>4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIO)                                                        |                                                                |                  |
| 4. CONTRACT (ANOTHER FEDERAL AGENCT/PRIVATE ORGANIZATIO                                                                                                             | NS) 1                                                          | (b)(3            |
| D. EEO ADR FUNDING SPENT                                                                                                                                            |                                                                |                  |
| E. EEO ADR CONTACT INFORMATION                                                                                                                                      |                                                                |                  |
| 1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER                                                                                                                       |                                                                | (b)(3)           |
| 2. TITLE Ombudsman                                                                                                                                                  |                                                                | (b)(6)           |
| (b)(3)                                                                                                                                                              | MAIL N/A                                                       |                  |
| F. EEO ADR PROGRAM INFORMATION                                                                                                                                      | YES NO                                                         |                  |
| 1. Does the agency require the alleged responsible management officia                                                                                               |                                                                |                  |
| <ol> <li>1a. If yes, is there a written policy requiring the participation?</li> <li>Does the alleged responsible management official have a role in dec</li> </ol> | ciding if the case is appropriate for EEO ADR? X               | -                |
| <ol><li>Does the alleged responsible management ornicial have a role in dec</li></ol>                                                                               | cloing if the case is appropriate for EEO ADK?                 | -                |
| CERTIFICATION AND C                                                                                                                                                 | CONTACT INFORMATION                                            | 4                |
| certify that the EEO complaint data contained in this report, EEOC For                                                                                              | n 462, Annual Federal Equal Employment Opportunity Statistical |                  |
| Report of Discrimination Complaints, for the reporting period October 1, 2                                                                                          | 2011 through September 30, 2012, is accurate and complete.     | (b)(3)           |
| NAME AND TITLE OF CERTIFYING OFFICIAL:                                                                                                                              |                                                                | (b)(6)<br>(b)(6) |
| SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic sign                                                                                  | ature)                                                         | ]                |
| DATE: 10/9/2012 TELEPHONE NUMBER:                                                                                                                                   | E-MAIL:                                                        | 1                |
| Paralegal/Com                                                                                                                                                       | pliance Specialist                                             | 1                |
|                                                                                                                                                                     |                                                                | 1                |
| DATE: 10/9/2012 TELEPHONE NUMBER:                                                                                                                                   | E-MAIL:                                                        | 1                |
| The FY 2012 report (with the PIN entered) is due on or before October 31, 20                                                                                        | )12.                                                           |                  |
| C FORM 462 (REVISED MARCH 2011)                                                                                                                                     | (b)(3) page 10                                                 |                  |
|                                                                                                                                                                     | (b)(6)                                                         |                  |

## Appendix A - Comments

AGENCY: Central Intelligence Agency - YEAR: 2012

#### 1 -...1

CIA - I.D.1 Counselings - There appears to be a discrepancy in the number of counsleings reported as "on hand" at the end of FY11 in last years report, and the number of counselings reported as "on hand" at the beginning of FY12 in this yearss report. Please be advised that the numbers reported as "on hand" at the beinning of FY12 in this report are correct. There were two counselings that were mistakenly reported as "on hand" at the end of FY11; in reality, the counselings were not initiated until after the start of FY12 and should not have been reported in the FY11 numbers. Additionally, upon closer scrutiny of our database, it was discovered that four of the reported "counselings" were actually duplicate entries that should not have been reported.

#### Part 2

CIA - II.B - While there were 27 formal complaints filed during FY2012, only 26 were counselings that were completed during FY2012. One formal complaint was filed wherein the counseling was concluded during FY2011.

CIA - II.I - At the end of FY11, the Agency reported 61 complaints on hand at the end of the period. However, during an in depth review of the files in our office during FY12, it was determined that there were three cases that were incorrectly reported; these cases should have been reported as having been closed. CIA - II.J - While there were 24 individuals who filed formal complaints filed during FY2012, only 23 individuals had counselings that were completed during FY2012. One individual who filed a formal complaint during FY2012 had a counseling that was concluded at the end of FY2011.

#### Part 3

CIA - III.A.1.a Agency Number - The number of Agency employees is classified and has not been reported.

| Part 8                                 |  |
|----------------------------------------|--|
| CIA The oldest case pending hearing is |  |
|                                        |  |
|                                        |  |
|                                        |  |

#### Part 9

CIA - IX.A Total - There are three cases being reported as closed during FY12 that were also reported as closed during FY11. These cases were incorrectly reported during the previous fiscal year.

#### Part 12

CIA - XII.B Employees participate in ADR - All Agency employees and managers are eligible to participate in EEO ADR; however, the number of Agency employees is classified and has not been reported.

CIA - XII.C.4 Contract - The contract is with an individual contractor (IC) who provides independent consultations and informal counsel as the Agency Ombudsman, performing casework on issues requiring independent assessment of concerns and issues raised by Agency employees. Consulting time will comprise time spent counseling employees and interviewing parties involved with employee concerns and general problems. In addition, the IC serves as the Program Manager for the Alternative Dispute Resolution Program, which includes (1) reviewing cases - both EEO and no-EEO; (2) identifying mediators; (3) identifying appropriate parties for the mediation; (4) educating managers and employees on ADR; (5) establishing performance measures; and (6) provide quarterly reports on the program.

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

## Message from the Director: Zero Tolerance for Harassment and Discrimination

At the Central Intelligence Agency, every employee should be treated with dignity and respect and afforded a work environment free of harassment in any form. The CIA has zero tolerance for harassment or discrimination on the basis of race, religion, color, sex (including gender identity and pregnancy), national origin, age, physical or mental disability, genetic information, sexual orientation, status as a parent, retaliation for previous EEO activity, or any other factor unrelated to merit.

I am personally committed to enforcing this policy, which ultimately depends on every Agency officer upholding the highest standards of professionalism. Indeed, we must work together to maintain an atmosphere in which words or actions that could harm a colleague and undermine his or her career are completely unacceptable. We cannot allow harassment or discrimination to diminish any officer's contributions to our mission.

The Agency's Office of Equal Employment Opportunity provides oversight and guidance for the harassment and discrimination complaint process. Any employee who is the target of harassment or discrimination—or who witnesses such behavior—should contact his or her supervisor or an EEO representative immediately. The supervisor is responsible for protecting the integrity of the complaints process by addressing issues promptly, and by shielding those involved from acts of reprisal.

I will hold managers at every level accountable for maintaining these standards. I also expect every officer to live our values: implicit trust and support for our brother and sister officers, mutual respect for each other's beliefs and backgrounds, and unity of purpose and effort. These principles are essential to our success as an Agency, and I appreciate all that you do to live and promote them.

David H. Petraeus

Published: 1/17/2012

## Message from the Director: The Critical Value of Diversity

Innovation and creativity are defining features and traditions of our Agency. At the end of World War II, Major General William J. Donovan, head of our predecessor organization, the Office of Strategic Services, described the OSS as an "experiment...to determine whether a group of Americans constituting a cross-section of racial origins, of abilities, temperaments, and talents" could succeed at the difficult tasks of intelligence. Each day, we continue that experiment, and each day, we show what Americans of all backgrounds can do.

For us, then, diversity is neither new nor unproven. It is both who we are and essential to mission success. Excellence in foreign intelligence requires broad perspectives, both in our understanding of a complex world and in our approach to problems and solutions. Our country, diverse as it is, has always had the talent we need, and we have recruited heavily from communities old and new, and from a dazzling variety of schools and specialties.

Our key challenge now is to ensure that the CIA's extraordinarily gifted and dedicated workforce is contributing to its full potential. That means we must, at every level, be as inclusive as possible in our composition and in how we make decisions. We must foster a climate in which a sound range of views is heard and assessed, and in which the ideas and skills of each officer are given due weight and consideration. That sort of intellectual process, open yet disciplined, is a critical element of leadership. You should expect it of me, just as I expect it of you.

In gauging our progress on diversity, statistics have value, and I will be asking my senior leaders for regular updates. Raw numbers alone, though, are not enough. We need to take a hard look at our leadership pipelines and how we select officers for growth assignments, not simply at the higher grades, but at every grade. Our goal is the strongest mix of people deployed across our professions, at each stage of career development.

Where we fall short, we will make changes. Intelligence work is teamwork, and we have a duty, in our own teams, to reinforce each day the values of diversity, fairness, respect, and inclusion. As we do, we will be true to our ideals as Americans, and we will help strengthen an already agile, dynamic organization that can meet the security challenges of a dangerous and constantly changing world. General Donovan knew that in his time. We can never forget it in ours.

David H. Petraeus

Published: 10/13/2012

# THE DIRECTOR CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

# Message from the Director: Zero Tolerance for Harassment and Discrimination

(U) We are all responsible for promoting a workplace free of harassment and discrimination that upholds our laws and values as Americans, allows all our officers to reach their full potential, and enables our Agency to meet its critical intelligence mission. There is never an excuse to depart from those standards, and that is why we enforce a zero-tolerance policy on harassment and discrimination at CIA.

(U) Words or actions that harm a colleague and undermine his or her career are more than just unprofessional, painful, and wrong—they are illegal and hurt us all. Victims of harassment and discrimination are distracted from our Agency's crucial work, depriving CIA of the full benefit of our officers' talents, knowledge, and experience.

(U) I am personally committed to the zero-tolerance policy, and I expect every one of you to be, too. If you feel you are being harassed or discriminated against, you should immediately report the behavior to your supervisor or representative from our Office of Equal Employment Opportunity (OEEO), which provides guidance on and oversight of the complaint process. If you witness harassment or discrimination, you must act by stopping it or reporting the behavior immediately to your supervisor or EEO representative. In both situations, you have my assurance that I and my senior Agency Leadership team will not tolerate any acts of reprisal. We will hold all managers accountable for living by and promoting our zero-tolerance policy.

(U) As we undertake our work, we owe the American people nothing less than to honor our Agency's core values: those of service, integrity, and excellence. Harassment and discriminatory practices are incompatible with our Agency's mission and simply have no place at CIA.

John O. Brennan

## Message from the Director: Diversity Matters

I believe diversity is critical to the success of our mission at the CIA. We need a workforce with a broad range of ethnic and cultural backgrounds, language expertise, and educational and life experiences to ensure diversity of thought and to operate effectively worldwide. And we are fortunate that our Nation offers such a tremendous variety of talented women and men—the first requirement of a truly global intelligence service.

But hiring a diverse workforce is not enough—we will not reap the benefits of that diversity unless we also foster a culture of inclusion. Engaged employees are not only more productive, they also bring the full range of views, ideas, and talents of our dedicated workforce to our vital mission.

To be sure, diversity is not only about mission. It is also about our bedrock belief as Americans in equality of opportunity. I am committed to hiring and retaining a diverse workforce across all Directorates and in leadership positions. I have asked the CIA's Executive Diversity and Inclusion Council and the Center for Mission Diversity and Inclusion to complete the Agency's first strategic plan since 2007 for this mission-critical area.

Our people are what make this Agency great. I call on every one of you to help foster a culture of inclusion, one in which we all benefit from the skills, experiences, and viewpoints of an ever more diverse workforce. That is how we will become an employer of choice across all communities—and how we will continue to succeed as an Agency.

John O. Brennan

Published: 03/12/2013



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