

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2009

PART I - PRE-COMPLAINT COUNSELING

(b)(3)

COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	42	42
1. COUNSELED WITHIN 30 DAYS	8	8
2. COUNSELED WITHIN 31 TO 90 DAYS	31	31
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	24	24
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	7	7
3. COUNSELED BEYOND 90 DAYS	3	3
4. COUNSELED DUE TO REMANDS	0	0

ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0

COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	42	42
1. COUNSELED WITHIN 30 DAYS	8	8
2. COUNSELED WITHIN 31 TO 90 DAYS	31	31
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	24	24
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	7	7
3. COUNSELED BEYOND 90 DAYS	3	3
4. COUNSELED DUE TO REMANDS	0	0

COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	7	7
2. INITIATED DURING THE REPORTING PERIOD	45	45
3. COMPLETED/ENDED COUNSELINGS	42	42
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	2	2
b. WITHDRAWALS/NO COMPLAINT FILED	19	19
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	21	21
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	10	10

**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 2009**

PART II - FORMAL COMPLAINT ACTIVITIES	
28	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
21	B. COMPLAINTS FILED
1	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
1	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F OR H THAT RESULTED FROM REMANDS
49	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
47	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
20	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
2	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
1	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
29	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
21	J. INDIVIDUALS FILING COMPLAINTS
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

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

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE				
A. AGENCY & CONTRACT RESOURCES				
	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE	0			
b. PERMANENT EMPLOYEES	0			
2. COUNSELOR				
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00
3. INVESTIGATOR				
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME	8	100.00	1	100.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING						
	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	0	0	0	0	3	0
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	0	3	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	0	0	0	0	5	1
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1 EEO DIRECTOR'S NAME: _____

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? YES NO
X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
 PERSON: _____
 TITLE: _____

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
 PERSON: _____ (b)(3)
 TITLE: Director (b)(6)

4. WHO DOES THAT PERSON REPORT TO?
 PERSON: Leon E. Panetta
 TITLE: Director of CIA

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 2009

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY				
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC/ LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL			
A. APPOINTMENT/HIRE	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	5	0	0	0	1			0	2	2	10	5	5
C. AWARDS	0	0	0	1	0	0	1	0	1	0	1	0	0			2	0	1	7	2	2
D. CONVERSION TO FULL-TIME	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	1	0	0	0	0	0	0	4	0	1	1	1			1	0	0	9	7	7
1. DEMOTION	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
2. REPRIMAND	0	0	0	0	0	0	0	0	0	0	0	1	0			0	0	0	1	1	1
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
4. REMOVAL	0	1	0	0	0	0	0	0	4	0	1	0	1			1	0	0	8	6	6
5.																					
6.																					
7.																					
F. DUTY HOURS	0	0	0	0	0	0	0	0	1	0	0	0	0			0	0	0	1	1	1
G. EVALUATION/APPRaisal	0	0	0	0	0	0	0	0	1	0	0	0	0			0	1	0	2	1	1
H. EXAMINATION/TEST	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
I. HARASSMENT	0	0	0	1	0	0	1	0	5	0	2	0	0			1	1	1	12	6	6
1. NON-SEXUAL	0	0	0	1	0	0	1	0	5	0	1	0	0			1	1	1	11	5	5
2. SEXUAL									0	0	1								1	1	1
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	1	0	0	0	0			0	2	0	3	2	2
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	3	0	0	0	0			1	1	1	6	4	4
M. REASSIGNMENT	0	0	0	2	0	0	1	0	1	0	1	1	0			1	1	1	9	3	3
1. DENIED	0	0	0	1	0	0	1	0	1	0	1	1	0			1	1	1	8	2	2
2. DIRECTED	0	0	0	1	0	0	0	0	0	0	0	0	0			0	0	0	1	1	1
N. REASONABLE ACCOMMODATION									0	0									0	0	0
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
Q. TERMINATION	0	1	0	0	0	0	0	0	1	0	0	0	1			0	0	1	4	3	3
R. TERMS/CONDITIONS OF EMPLOYMENT	0	1	0	0	1	0	0	0	3	0	1	1	0			0	1	1	9	6	6
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0
T. TRAINING	0	0	0	0	0	0	0	0	2	0	0	0	1			0	1	1	5	3	3
U. OTHER (Please specify below)																					
1.																					
2.																					
3.																					
4.																					
5.																					
TOTAL ISSUES BY BASES	0	3	0	4	1	0	3	0	28	0	6	3	4	0	0	6	10	9			
TOTAL COMPLAINTS FILED BY BASES	0	2	0	2	1	0	1	0	9	0	6	2	4	0	0	6	10	9			
TOTAL COMPLAINTANTS BY BASES	0	2	0	2	1	0	1	0	9	0	6	2	4	0	0	6	10	9			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Central Intelligence Ager

REPORTING PERIOD: FY 2009

PART V - SUMMARY OF CLOSURES BY STATUTE

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

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

B. TOTAL BY STATUTES

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

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	19	6439	338.89
1. WITHDRAWALS	3	451	150.33
a. NON-ADR WITHDRAWALS	3	451	150.33
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	8	3929	491.13
a. NON-ADR SETTLEMENTS	7	2939	419.86
b. ADR SETTLEMENTS	1	990	990.00
3. FINAL AGENCY ACTIONS (B+C)	8	2059	257.38
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	7	1139	162.71
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	2	890	445.00
3. DISMISSAL OF COMPLAINTS	5	249	49.80
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	1	920	920.00
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)	1	920	920.00
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	1	920	920.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00
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
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

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

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2009

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)	2	120	60.00
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	0	0	0.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	2	120	60.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	1	59	59.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	1	61	61.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	0	0	0.00
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

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	8
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	5
1. BACK PAY/FRONT PAY	0
2. LUMP SUM PAYMENT	2
3. COMPENSATORY DAMAGES	0
4. ATTORNEY FEES AND COSTS	3
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E. CLOSURES WITH NON-MONETARY BENEFITS	3
F. TYPES OF BENEFITS	NUMBER OF CLOSURES WITH MONETARY BENEFITS
1. HIRES	0
a. RETROACTIVE	0
b. NON-RETROACTIVE	0
2. PROMOTIONS	3
a. RETROACTIVE	0
b. NON-RETROACTIVE	3
3. EXPUNGEMENTS	0
4. REASSIGNMENTS	0
5. REMOVALS RESCINDED	0
a. REINSTATEMENT	0
b. VOLUNTARY RESIGNATION	0
6. ACCOMMODATIONS	0
7. TRAINING	2
8. APOLOGY	0
9. DISCIPLINARY ACTIONS	0
a. RESCINDED	0
b. MODIFIED	0
10. PERFORMANCE EVALUATION MODIFIED	1
11. LEAVE RESTORED	0
a. STEP INCREASE	2
b. MENTOR PROVIDED	1
14.	

(b)(3)

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2009

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A: TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	29	6610		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	0	0	0.00	0
2. COMPLAINTS PENDING IN INVESTIGATION	13	2443	187.92	342
3. COMPLAINTS PENDING IN HEARINGS	13	4062	312.46	840
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	3	105	35.00	51

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	13	4646	357.38
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	12	4308	359.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	9	2780	308.89
1. TIMELY COMPLETED INVESTIGATIONS	7	2120	302.86
2. UNTIMELY COMPLETED INVESTIGATIONS	2	660	330.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	3	1528	509.33
2. AGENCY INVESTIGATION COSTS			
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	1	338	338.00
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	1	338	338.00
1. TIMELY COMPLETED INVESTIGATIONS	1	338	338.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS			

(b)(3)

(b)(3)

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
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PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

INFORMAL PHASE (PRE-COMPLAINT)					
A. INTENTIONALLY LEFT BLANK					
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS		COUNSELINGS	INDIVIDUALS		
1.	ADR OFFERED BY AGENCY	42	42		
2.	REJECTED BY COUNSELEE	41	41		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	1	1		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		1	1		
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	1	1		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		1	1	36	36.00
1.	MEDIATION	0	0	0	0.00
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	1	1	36	36.00
7.	PEER REVIEW	0	0	0	0.00
8.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.					
10.					
11.					
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	1	1	36	36.00
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b.	NO FORMAL COMPLAINT FILED	0	0	0	0.00
c.	COMPLAINT FILED				
i.	NO RESOLUTION	1	1	36	36.00
ii.	NO ADR ATTEMPT (aka Part X.E.1.d)	0	0	0	0.00
e.	DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	0	0	0	0.00
2.	INTENTIONALLY LEFT BLANK				

**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 2009

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

A. INTENTIONALLY LEFT BLANK					
B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY	2	2		
2.	REJECTED BY COMPLAINANT	0	0		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	2	2		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS		
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	2	2		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	MEDIATION	2	2	66	33.00
2.	SETTLEMENT CONFERENCES	0	0	0	0.00
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	0	0	0	0.00
6.	OMBUDSMAN	2	2	66	33.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	2	2	96	48.00
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	1	1	60	60.00
b.	WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c.	NO RESOLUTION	1	1	36	36.00
d.	NO ADR ATTEMPT	0	0	0	0.00
2.	INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS		
1.	MONETARY (INSERT TOTALS)	0	0		
a.	COMPENSATORY DAMAGES	0	0		
b.	BACKPAY/FRONTPAY	0	0		
c.	LUMP SUM	0	0		
d.	ATTORNEY FEES AND COSTS	0	0		
e.					
f.					
g.					
2.	NON-MONETARY (INSERT TOTALS)	1	1		
a.	HIRES	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
b.	PROMOTIONS (b)(3)	1	1		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	1	1		
c.	EXPUNGEMENTS	0	0		
d.	REASSIGNMENTS	0	0		
e.	REMOVALS RESCINDED	0	0		
i.	REINSTATEMENT	0	0		
ii.	VOLUNTARY RESIGNATION	0	0		
f.	ACCOMMODATIONS	0	0		
g.	TRAINING	0	0		
h.	APOLOGY	0	0		
i.	DISCIPLINARY ACTIONS	0	0		
i.	RESCINDED	0	0		
ii.	MODIFIED	0	0		
j.	PERFORMANCE EVALUATION MODIFIED	0	0		
k.	LEAVE RESTORED	0	0		
l.					
m.					

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 2009

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

A. BASIC EEO ADR ORIENTATION TRAINING

	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
1. MANAGERS	0	0
2. EMPLOYEES	0	0
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	0	

C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT
INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)

	1
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	0
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	0
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	0
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	1

D. ADR FUNDING SPENT

(b)(3)

E. ADR CONTACT INFORMATION

1. NAME OF ADR PROGRAM DIRECTOR / MANAGER

(b)(3)

2. TITLE Ombudsman

3. TELEPHONE NUMBER

(b)(3)

4. EMAIL Not applicable

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

(b)(3)

F. ADR PROGRAM INFORMATION

1. Does the agency require the alleged responsible management official to participate in ADR?

YES	NO
	X
	X

1a. If yes, is there a written policy requiring the participation?

2. Does the alleged responsible management official have a role in deciding if the case is appropriate for ADR?

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, 2009 are accurate and complete.

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

NAME AND TITLE OF EEO DIRECTOR/CERTIFYING OFFICIAL:

(b)(3)

Director of EEO

SIGNATURE OF EEO DIRECTOR/CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

(b)(3)

DATE: 11/2/2009

TELEPHONE NUMBER

(b)(3)

E-MAIL:

NAME AND TITLE OF PREPARER:

(b)(3)

Compliance Specialist

DATE: 11/2/2009

TELEPHONE NUMBER:

(b)(3)

E-MAIL:

This report (with the PIN entered) is due on or before November 2, 2009.

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

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

Appendix A - Comments

3

CIA - III.A.1.a Agency Number - Total Workforce - CIA does not report its workforce numbers.

Part 8

CIA - VIII.A Number Pending - Pending Oldest Case -

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

Part 9

CIA - IX.A Total - CIA had two untimely investigations due to the new Investigation Staff. Also, the three (3) investigations completed in 361 days or more was due to amendments, 90-day extension and sanitizing files.

CIA - IX.A.4 Ave Cost - This is the cost of a contractor to handle CIAs Top Secret Investigations. It is the cost of the contract.

Part 12

CIA - XII.C.4 Contract - IC will serve as the Program Manager for the Alternative Dispute Resolution Program, which will include: 1) Review cases both EEO and non-EEO; 2) Identify a mediator for each case; 3) Identify the appropriate parties to the mediation; 4) Educate managers and employees on ADR; 5) Establish performance measures, and 6) Provide quarterly reports.