

Central Intelligence Agency



Washington, D.C. 20505

25 February 2010

The Honorable Nancy Pelosi
Speaker
U.S. House of Representatives
Washington, D.C. 20510

Dear Madam Speaker:

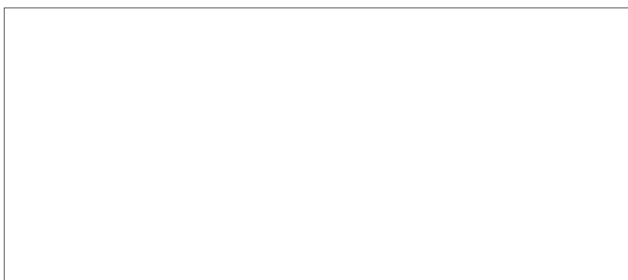
Enclosed is the Central Intelligence Agency's Annual Report for the Fiscal Year 2009 as required by the Federal Employee Antidiscrimination and Retaliation Act of 2002.

- Tab A. Executive Summary
- Tab B. Annual Report
- Tab C. EEOC Form 462
- Tab D. Discipline and Accountability Policy
- Tab E. Agency's Zero Tolerance and Harassment Policy

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

(b)(3)

Sincerely,



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

Enclosure:
As stated

The Honorable Nancy Pelosi

Distribution:

Original: Addressee

Copy: President Pro Tempore of the Senate
Chairman, Senate Select Committee on
Intelligence
Vice Chairman, Senate Select Committee on
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Chairman, Senate Appropriations Subcommittee
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Chairman, House Committee on Oversight
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Chairman, Senate Committee on Homeland
Security and Governmental Affairs
Equal Employment Opportunity Commission
Attorney General, Department of Justice
Office of Personnel Management

Central Intelligence Agency



Washington, D.C. 20505

25 February 2010

The Honorable Michael B. Mukasey
Attorney General
Department of Justice
Washington, D.C. 20530

Dear Mr. Mukasey:

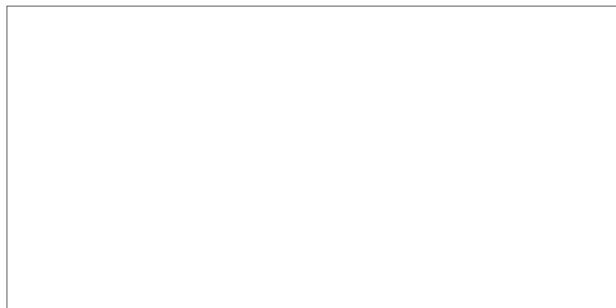
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Central Intelligence Agency



Washington, D.C. 20505

25 February 2010

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

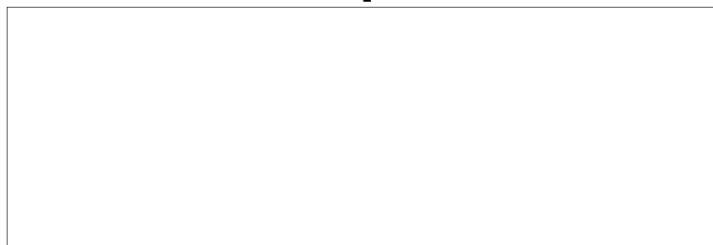
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Central Intelligence Agency



Washington, D.C. 20505

25 February 2010

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:

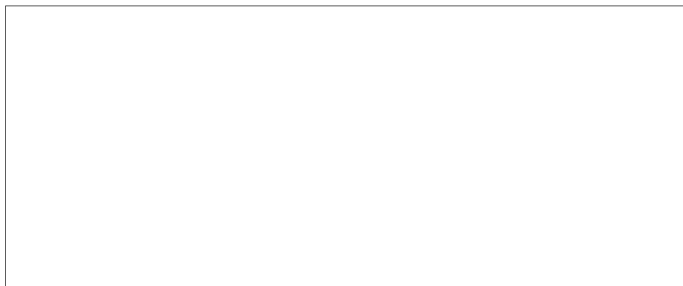
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Office of Personnel Management

Central Intelligence Agency



Washington, D.C. 20505

25 February 2010

The Honorable Peter Hoekstra
Ranking Minority Member
Permanent Select Committee
on Intelligence
U.S. House of Representatives
Washington, D.C. 20515

Dear Mr. Hoekstra:

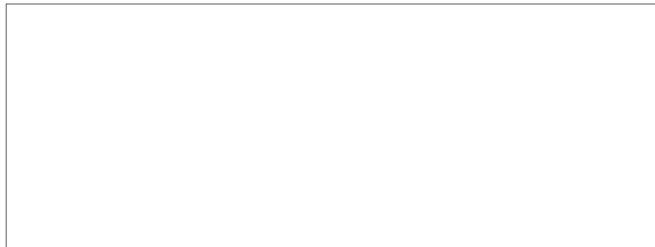
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Central Intelligence Agency



Washington, D.C. 20505

25 February 2010

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

Dear Mr. Chairman:

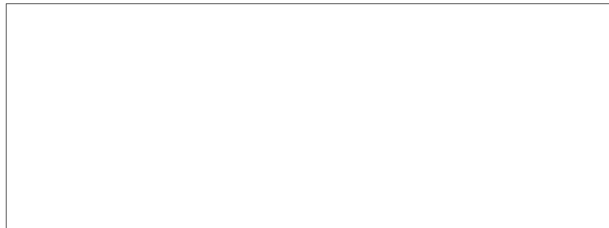
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Central Intelligence Agency



Washington, D.C. 20505

25 February 2010

The Honorable Norman D. Dicks
Subcommittee on Defense
Committee on Appropriations
U.S. House of Representatives
Washington, D.C. 20515

Dear Mr. Dicks:

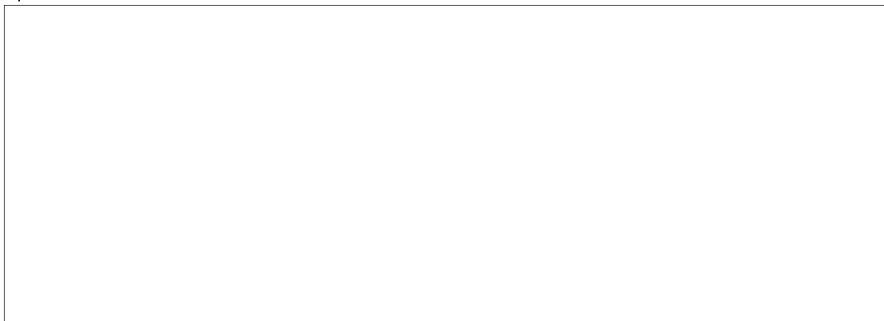
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Washington, D.C. 20505

25 February 2010

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

Dear Senator Byrd:

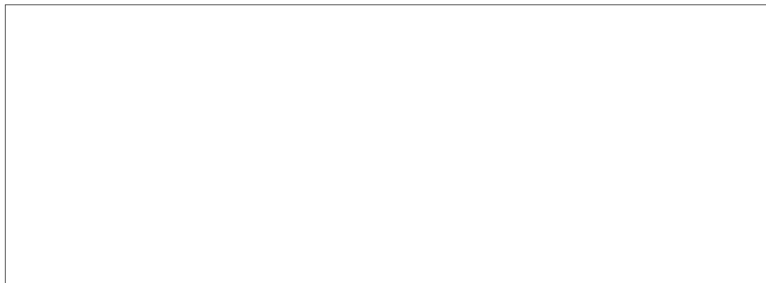
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Central Intelligence Agency



Washington, D.C. 20505

25 February 2010

The Honorable Joseph I. Lieberman
Chairman
Committee on Homeland Security and
Governmental Affairs
United States Senate
Washington, D.C. 20510

Dear Mr. Chairman:

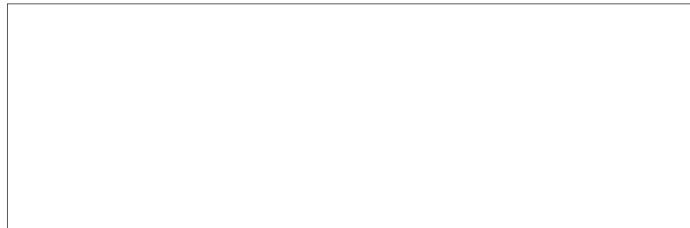
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Washington, D.C. 20505

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

Dear Mr. Chairman:

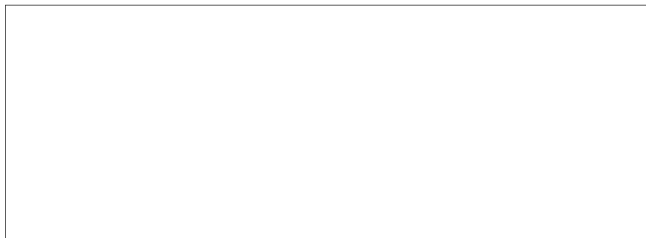
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The Honorable Dianne Feinstein
Chairman
Select Committee on Intelligence
United States Senate
Washington, D.C. 20510

Dear Madam Chairman:

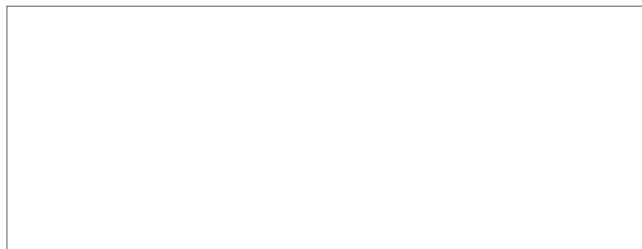
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Office of Personnel Management



Washington, D.C. 20505

25 February 2010

The Honorable Christopher S. "Kit" Bond
Vice Chairman
Select Committee on Intelligence
United States Senate
Washington, D.C. 20510

Dear Mr. Vice Chairman:

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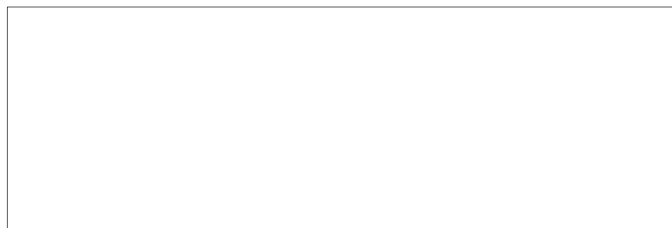
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Attorney General, Department of Justice
Office of Personnel Management

US Classification//Non US//SCI//Codeword//FGI//Dissem Controls//Non-Intell//Declass (as appropriate)

EXECUTIVE CORRESPONDENCE ROUTING SHEET

1. Origination Office Office of Equal Employment Opportunity	2. Date 02/23/2010
---	-----------------------

3. FROM:	Name [Redacted]	Room No. and Building [Redacted] (b)(3)	Phone [Redacted]
4. Subject No FEAR Act Annual Report for the Fiscal Years 2008 and 2009 (b)(3)			

5. Originating Office Control # [Redacted] (b)(3)	5a. Response to DAC # (Originating Office to Complete)	5b. DAC Control # (DAC Use Only) [Redacted]
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6. Justification / Summary (Required for Immediate and Priority Actions)

Routine
 Priority
 Immediate

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

7. Coordination

NOTE: All correspondence sent to D/CIA must be sent via ADD/CIA and DD/CIA

DATE IN	ROUTE TO	ACTION <i>(Check a Box)</i>	NONCONCUR REASON	DATE OUT
FEB 23 2010	TITLE: DAC SIGNATURE:	<input type="checkbox"/> SIGNATURE <input type="checkbox"/> CONCUR <input type="checkbox"/> FYI		FEB 23 2010
FEB 23 2010	TITLE: ADD/CIA SIGNATURE:	<input type="checkbox"/> SIGNATURE <input type="checkbox"/> CONCUR <input type="checkbox"/> FYI		2-25-2010
(b)(3) (b)(6)	TITLE: Return to OEEO for Mailing SIGNATURE:	<input type="checkbox"/> SIGNATURE <input type="checkbox"/> CONCUR <input type="checkbox"/> FYI		
	TITLE: SIGNATURE:	<input type="checkbox"/> SIGNATURE <input type="checkbox"/> CONCUR <input type="checkbox"/> FYI		
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FORM 03-07 **4468**

CL BY: _____
 CL REASON: _____
 DECL ON: _____
 DRV FROM: _____

Central Intelligence Agency

Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

Annual Report for the Fiscal Year 2009



Office of Equal
Employment Opportunity

No FEAR Act's Annual Report for the Fiscal Years 2009 and 2008
Executive Summary

The No FEAR Act, signed by President George W. Bush on 15 May 2002, is intended to reduce the incidence of workplace discrimination within the Federal Government by making agencies and departments more accountable for their actions. Section 203 of the No FEAR Act specifically requires, not later than 180 days after the end of each fiscal year, each Federal agency to submit to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Equal Employment Opportunity Commission, and the Attorney General an annual report with specific information relating to each agency's Equal Employment Opportunity (EEO) complaints activity. The Central Intelligence Agency (CIA or Agency) fully endorses, and continues to comply with, the intent of the No FEAR Act and in accordance submits its annual report for the fiscal years (FY) 2009 and 2008.

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

Over the last several years, the Agency has had relatively few formal complaints, which CIA leadership believes reflects the emphasis that CIA has placed on EEO/Diversity policies and practices.² The Agency had 21 formal complaints in FY 2009 and 22 in FY 2008. While formal complaints went down slightly, contact with the EEO office was up due to a large campaign to ensure that all officers regarded the EEO office as a useful resource. The Agency found that early contact with OEEEO allowed officers to work through issues without having to resort to litigation. The Agency has learned that any officer troubled by an issue of unfairness related to EEO, even if the issue is only one of perception, cannot truly be focused on his or her mission until that issue is resolved. Thus, it becomes crucial that officers feel empowered to be agents of change by bringing both real and perceived EEO issues to the Agency's attention without fear of reprisal.

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

² Based on industry standards, less than 30 formal complaints per year is considered extremely low for any mid to large size Federal agency.

The Agency attributes its great statistics to the fact that the Agency has made a commitment from the highest level of management with regard to EEO and Diversity, to include having two senior officers overseeing these important areas. The Director of OEEO and the Special Assistant to the Director of CIA (DCIA) for Diversity Plans and Programs (DPP) both report to the DCIA and serve as advisors on various senior-level boards. This allows the Agency's senior leadership to profit from expert EEO and Diversity advice, which in turn minimizes the risk of implementing programs that are discriminatory.

The CIA consistently has taken a pro-active approach with regard to identifying and eliminating barriers that typically lead to EEO complaints. In FY 2009 and 2008, the Agency continued several programs that promoted workforce inclusiveness and appreciation for cultural and individual differences. These programs included: No Fear Training, Small Stuff Matters workshop, Micro-triggers workshop/training, Workplace Dynamics Initiative, Diversity Leadership Working Group, Leadership Development Program, Diversity Awareness Day, Agency Mentoring program, EEO/Diversity Strategic Planning Offsites, EEO/Diversity Focus Groups, training for managers who supervise disabled employees, and engagement with senior leadership by DPP and OEEO staffs on various EEO and Diversity programs.

The Agency also believes that early intervention has played a significant role in the Agency's EEO success. For several years the Agency has instituted a policy of "Advice Onlys." This is an opportunity for an employee to seek advice from the OEEO staff without officially being in the EEO process. Employees are clearly notified that "Advice Onlys" do not trigger the official EEO process and therefore do not stop the 45 day time requirement to contact an EEO counselor required by the Equal Employment Opportunity Commission (EEOC). Employees must complete an "Intent to Begin Processing" form to officially enter the EEO process. The concept of "Advice Onlys" has prompted employees to seek EEO advice sooner, which places the employee in a better position to favorably resolve a case without it reaching the formal complaint stage. In addition, the training that CIA provides to management has resulted in managers seeking OEEO guidance for issues rather than making uneducated and rash decisions. Again, this type of interaction with management places the CIA in a better position to avoid issues that lead to litigation. In 2009, the EEO office had 209 "Advice Onlys" compared to 2008 where the office had 169 "Advice Onlys".

For those employees who have filed a formal complaint, the CIA's EEO office has worked hard to ensure that their complaints are handled expeditiously. In FY 2009 and 2008, there were only two complaints that exceeded required time frames for counseling and investigations. Those two cases were a result of having new counselors and investigators added to the staff who were in a learning mode during that time period.

Race, sex, disability, age, and reprisal, were the leading bases for the CIA's EEO complaints in 2009 and 2008. The Agency continues to monitor the statistics of women and minorities and complaints in this area appear to be on a downward swing. In 2008, the Agency had 15 claims based on sex and that decreased to 6 in 2009. For claims based on race, the Agency went from 19 claims in 2008 down to 8 claims in 2009. Perhaps this downward swing is a result of the Leadership Development Program that provides resources to better identify

management, training, and promotional issues that face women and minorities and the Workplace Dynamics Initiative, which is studying almost every aspect of the organization to provide better insights to identify where women and minorities may be disengaging from leadership and growth opportunities. The Agency is closely monitoring disability cases as they increased from 1 claim in 2008 to 19 claims in 2009. While this is a large jump in numbers, it really represents seven disability cases that had multiple disability claims compared to one disability case with one claim in 2008. In reviewing the data, the Agency did not identify any particular disability being disadvantaged or any particular issue. The Agency believes that more awareness in this area will help train both managers and employees regarding the resources that are available for people with qualified disabilities. The Agency is also still monitoring reprisal cases, which appear to be in an upward trend going from 8 in FY 2008 to 28 in FY 2009. Based on focus groups and actual cases, the Agency is finding that many officers have unsubstantiated fears of reprisal. Although the Agency had only 22 formal cases, nine of those cases included one or more claims of reprisal and six of the nine cases were also disability cases.

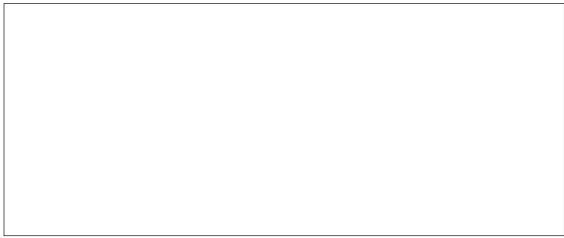
Notwithstanding this data, the Agency is still proactively trying to attack the myth that using the EEO office leads to retribution. In 2009, the EEO office partnered with other resources to offer a course to senior leadership showing the importance of senior leaders proactively endorsing and encouraging resources like the EEO office that have been underutilized due to unsubstantiated fears. Also, in 2009, the CIA EEO office held a corporate off-site with both senior and junior officers to brainstorm about potential ideas to help eliminate myths and stigmas commonly associated with EEO offices. As a result of that off-site, one of the ideas that CIA's EEO office is implementing is Web EEO, an interactive internet site scheduled to be launched in 2010. Web EEO, is similar to the popular internet site Web MD, which allow users to go on-line and get medical advice based upon the user's medical symptoms. Similarly, Web EEO would allow users to virtually receive EEO information based upon the user's particular circumstances. This new service would give officers the opportunity to reach out and get vital EEO information that they may have missed due to a fear of reprisal, whether real or perceived. In addition to these steps, the EEO office fully investigates all formal claims of reprisal ensuring to both complainants and the Agency that when claims are substantiated they are appropriately disciplined. To date, the Agency has not had a single finding of discrimination based upon reprisal, or any other basis. All of these initiatives noted above are aimed at having a more educated workforce on EEO/Diversity issues, which helps the Agency continue its success in having no findings of discrimination.

For FY 2009 and 2008, there were no employees that were disciplined based upon a finding of discrimination resulting from an EEO complaint. The Agency, however, does have a Zero Tolerance Harassment policy. This policy is intended to hold employees to a higher standard than required by law. Thus, the Agency has disciplined employees for violating its Zero Tolerance Policy. In FY 2009 26 employees were disciplined compared to 14 employees in FY 2008. The discipline ranged from oral warnings to removal from position. It is Agency policy for management to consult with the EEO office on such cases to ensure equitable and consistent treatment across the Agency.

For FY 2009 and FY 2008, there were no judgments that the Agency paid as a result of a finding of discrimination. For FY 2009 and 2008, there was one monetary settlement, a step increase

(b)(3)

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



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

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Number of Complaints Filed	14	21	12	24	22	21
Number of Complainants	14	21	11	23	22	21
Repeat Filers	0	0	1	2	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	10	7	2	5	19	8
Color	1	1	0	1	1	3
Religion	2	2	1	3	1	0
Reprisal	6	5	3	7	8	28
Sex	15	12	6	11	15	6
National Origin	4	1	1	4	1	7
Equal Pay Act	0	0	0	0	0	0
Age	12	5	4	4	8	6
Disability	0	1	6	7	1	19
Non-EEO	0	0	0	0	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year					
	2004	2005	2006	2007	2008	2009
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>						
Appointment/Hire	5	1	4	0	3	0
Assignment of Duties	3	4	1	9	9	10
Awards	0	1	1	2	3	7
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	7	2	1	0	0	1
Removal	0	0	0	1	0	8
Suspension	1	0	0	0	0	0
Other	0	1	0	1	0	0
Duty Hours	0	0	0	0	0	1
Evaluation Appraisal	1	2	0	3	1	2
Examination/Test	0	0	0	0	1	0
Harassment						
Non-Sexual	7	4	9	7	10	11
Sexual	0	2	1	2	3	1
Medical Examination	0	0	0	0	0	3
Pay (Including Overtime)	0	0	0	1	1	0
Promotion/Non-Selection	4	7	6	8	16	6
Reassignment						
Denied	0	1	1	3	1	8
Directed	0	1	0	1	1	1
Reasonable Accommodation	0	0	0	1	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	3	2	0	1	2	4
Terms/Conditions of Employment	11	2	0	1	0	9
Time and Attendance	0	0	0	1	0	0
Training	1	1	2	2	3	5
Other	4	3	2	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Complaints pending during fiscal year						
Average number of days in investigation stage	71	112	145	173	181	218
Average number of days in final action stage					240	277
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	826	758	657	296	226	240
Average number of days in final action stage					304	312
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	259	897	396	183	198	304
Average number of days in final action stage					49	49

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Total Complaints Dismissed by Agency	8	5	4	3	3	5
Average days pending prior to dismissal	59	31	63	17	34	28
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	1	2	3	2	2

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Total complaints from previous Fiscal Years	12	9	4	3	10	18
Total Complainants	10	8	4	3	10	18
Number complaints pending						
Investigation	0	0	0	0	0	0
Hearing	12	7	3	3	8	13
Final Action	0	0	1	0	1	3
Appeal with EEOC Office of Federal Operations	0	2	0	0	1	2

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					
	2004	2005	2006	2007	2008	2009
Pending Complaints Where Investigations Exceeds Required Time Frames	1	4	3	0	1	2

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2009

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
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
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
D. 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

(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 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	0		0	
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00
3. INVESTIGATOR	0		0	
a. FULL-TIME	0	0.00	0	0.00
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR	8		1	
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	0	0	0	0	3	0
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	0	0	0	0	5	1
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: [Redacted]

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: [Redacted] (b)(3)

TITLE: Director (b)(6)

4. WHO DOES THAT PERSON REPORT TO?

PERSON: Leon E. Panetta

TITLE: Director of CIA

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

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Central Intelligence 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
ATTORNEY FEES AND COSTS	3
FUNCTIONALLY LEFT BLANK	
C. 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
12. STEP INCREASE	2
MENTOR PROVIDED	1

(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
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	(b)(3)		
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)		

**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 X - SUMMARY OF ADR PROGRAM ACTIVITIES

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. INHOUSE	0	0		
2. ANOTHER FEDERAL AGENCY	0	0		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	1	1		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
	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	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.					

(b)(3)

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

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

CY 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	
(b)(3)		
D. ADR FUNDING SPENT		

E. ADR CONTACT INFORMATION (b)(3)

1. NAME OF ADR PROGRAM DIRECTOR / MANAGER (b)(6)

2. TITLE Ombudsman

TELEPHONE NUMBER (b)(3) 4. EMAIL Not applicable

F. ADR PROGRAM INFORMATION

	YES	NO
1. Does the agency require the alleged responsible management official to participate in ADR?		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?		X

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.

NAME AND TITLE OF EEO DIRECTOR/CERTIFYING OFFICIAL: 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: (b)(3)

NAME AND TITLE OF PREPARER: Compliance Specialist

DATE: 11/2/2009 TELEPHONE NUMBER: (b)(3) E-MAIL: (b)(3)

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

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

Title: AR (U) DISCIPLINE AND ACCOUNTABILITY

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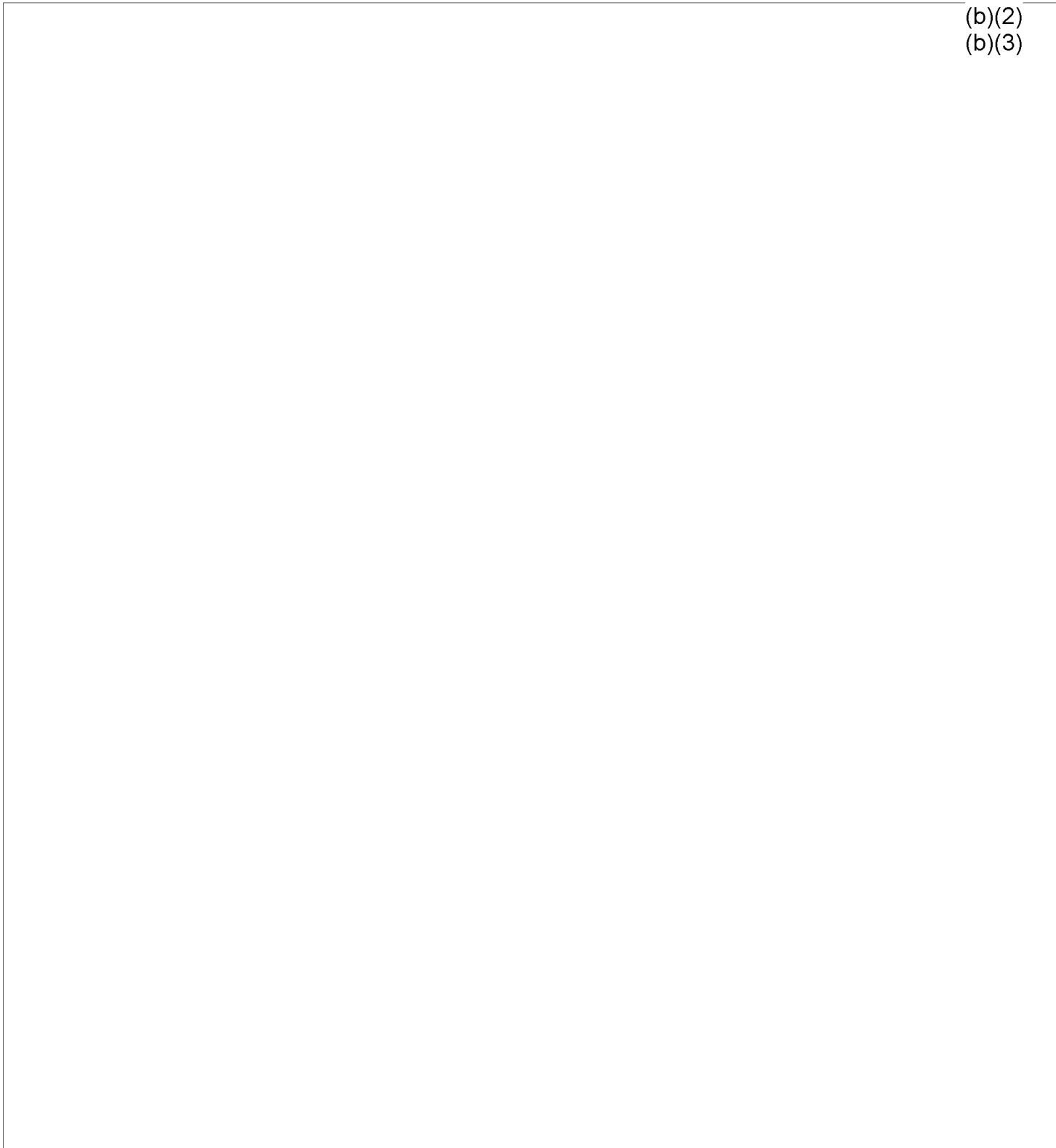
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**THE DIRECTOR
CENTRAL INTELLIGENCE AGENCY
WASHINGTON, D.C. 20505**

**Statement from the Director:
Zero Tolerance for Harassment and Discrimination**

The Central Intelligence Agency can only be as strong and as good as its people. This organization, the servant of a democracy, must embody and reflect the highest values of that democracy. CIA has zero tolerance for harassment or discrimination on the basis of race, religion, color, sex, national origin, age, disability, sexual orientation, or status as a parent. That is both a legal obligation and a civic duty. For me, public service in America is inseparable from the promotion of equal opportunity.

I view the Agency's Office of Equal Employment Opportunity as a strong resource, a reservoir of advice and expertise, in fostering the best possible work environment. Make use of the knowledge and talent there. As always, if any employee encounters or witnesses behavior that may cross the line into harassment or discrimination, they, too, should contact OEEO. They can do so secure in the knowledge that the Agency—and the law—shields them from reprisal.

I will hold managers at every level accountable for the working environment in the units they lead. You have a right to expect that. But every Agency employee—supervisor and non-supervisor alike—has a shared responsibility to ensure that CIA is an equitable, harassment-free place in which to serve, grow, and excel.

We must all strive to build and sustain a workplace worthy of our mission. Our awareness of that duty must guide—among other actions—the complete range of management decisions, from hiring and training to assignments, promotion, and career development. If CIA is to be at its best in safeguarding America, a difficult job in a dangerous world, we need to get the most from all our officers. We need them to reach their full potential.

By being true to these policies, we demonstrate the values that shape our nation and inspire our service. They are central to our identity as an Agency and to our effectiveness in protecting the American people.

Leon E. Panetta