

Central Intelligence Agency

Notification and Federal Employee
Antidiscrimination and Retaliation Act of 2002

Annual Report for the Fiscal Year 2013



Office of Equal
Employment Opportunity

Notification and Federal Employee
Antidiscrimination and Retaliation Act of 2002

Annual Report for the Fiscal Year 2013

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No FEAR Act Annual Report for Fiscal Year 2013 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, no 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, the Attorney General, and the Office of Personnel Management, an annual report.

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.¹

CIA processed 30 formal complaints in FY 2013 and 27 formal complaints in FY 2012. The number of formal complaints in FY 2013 reflects a slight increase from our five-year trend, averaging 28 complaints per year. The leading bases were reprisal, age, disability, sex, and race. The Agency also observed an upward trend in the number of complaint investigations that exceeded the required timeframes. To improve program efficiencies the EEO counseling and investigations staff was restructured and expanded in the latter part of the reporting period.

There has not been a single finding of discrimination in the past two years; therefore, the CIA has not paid any judgments nor has any employee been 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.

John O. Brennan was sworn into office as the Director of CIA on March 8, 2013 and published his Diversity and Zero Tolerance statements on 12 and 18 March, respectively (see Tab D). The CIA recorded 63 allegations of violation of the zero tolerance policy. Sixteen

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 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.

resulted in a true finding resulting in a range of disciplinary actions from oral warning to removal from position.

In 2012 the Agency established a Conflict Zone Harassment Awareness and Prevention Program and assigned an experienced Program Manager. The Agency launched a harassment hotline and broadened the use of its privacy channel in an effort to expand options for confidential reporting. During the FY 2013 reporting period a delegation of senior managers traveled to the region to discuss harassment and other workplace matters. In addition, training was provided to multiple locations in the conflict zone and EEO issues were added to the pre-deployment course curriculum.

CIA continues to focus on educating its workforce, both domestically and abroad, on professional workplace conduct, anti-harassment and anti-discrimination laws and practices, diversity and fairness issues. In July 2013 EEO published a guidebook titled "Managers Guide for Addressing Harassment." This comprehensive guide provides managers with guidance on documenting and conducting harassment inquiries in accordance with applicable provisions of EEOC and CIA regulations, and the Agency's Zero Tolerance Policy. In addition to previously mentioned training, other mandatory programs include an online No FEAR Act course and a mandatory Harassment Free Workplace briefing.

In April 2012 the Director's Advisory Group on Women in Leadership was commissioned to examine why more women at CIA—from the GS-13 level and above—were not achieving promotions and positions of greater responsibility. Following the publication of the advisory group's report and recommendations in February 2013 a senior officer was appointed to lead the implementation effort.

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; 411 individuals utilized this program in FY 2013.

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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Complaint Activity	Comparative Data				
	Previous Fiscal Year Data				
	2009	2010	2011	2012	2013
Number of Complaints Filed	22	33	29	27	30
Number of Complainants	22	30	25	24	28
Repeat Filers	0	3	3	3	1

Complaints by Basis	Comparative Data				
	Previous Fiscal Year Data				
	2009	2010	2011	2012	2013
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>					
Race	8	11	5	7	8
Color	3	0	3	2	1
Religion	0	3	1	2	0
Reprisal	28	18	14	13	17
Sex	6	12	9	13	8
Pregnancy Discrimination Act	n/a	n/a	0	2	1
National Origin	7	4	7	2	2
Equal Pay Act	0	0	0	0	0
Age	6	10	10	12	11
Disability	19	9	9	11	10
Genetic Information Non-Disclosure	n/a	n/a	0	1	1
Non-EEO	0	0	0	0	3

Complaints by Issue	Comparative Data				
	Previous Fiscal Year				
	2009	2008	2011	2012	2013
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>					
Appointment/Hire	0	7	2	2	1
Assignment of Duties	10	9	5	0	3
Awards	7	1	2	2	3
Conversion to Full-time	0	0	0	0	0
Disciplinary Action					
Demotion	0	0	0	1	0
Reprimand	1	1	0	1	2
Removal	8	1	0	0	0
Suspension	0	0	2	1	1
Other	0	3	0	0	0
Duty Hours	1	1	0	0	0
Evaluation Appraisal	2	9	7	5	12
Examination/Test	0	1	1	1	0
Harassment					
Non-Sexual	11	3	4	19	17
Sexual	1	1	0	0	3
Medical Examination	3	1	0	1	3
Pay (Including Overtime)	0	2	3	1	1
Promotion/Non-Selection	6	9	11	2	3
Reassignment					
Denied	8	3	4	2	7
Directed	1	2	2	4	8
Reasonable Accommodation	0	1	3	0	5
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	1
Termination	4	4	3	2	2
Terms/Conditions of Employment	9	1	1	1	5
Time and Attendance	0	1	0	0	3
Training	5	5	1	1	2
Other	0	6	5	0	3

Processing Time	Comparative Data				
	Previous Fiscal Year Data				
	2009	2010	2011	2012	2013
Complaints pending during fiscal year					
Average number of days in investigation stage	218	180.05	176.59	281	410.25
Average number of days in final action stage	277	61	366.36	61.2	58.43
Complaint pending during fiscal year where hearing was requested					
Average number of days in investigation stage	240	0	202.13	307.08	431.54
Average number of days in final action stage	312	0	0	879.42	415.92
Complaint pending during fiscal year where hearing was not requested					
Average number of days in investigation stage	304	290.85	300.85	281	410.25
Average number of days in final action stage	49	61	366.36	61.2	58.43

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				
	2009	2010	2011	2012	2013
Total Complaints Dismissed by Agency	5	4	6	9	6
Average days pending prior to dismissal	28	36	27	36.67	46.5
Complaints Withdrawn by Complainants					
Total Complaints Withdrawn by Complainants	2	2	2	2	1

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data				
	Previous Fiscal Year Data				
	2009	2010	2011	2012	2013
Total complaints from previous Fiscal Years	18	30	61	58	45
Total Complainants	18	29	52	49	38
Number complaints pending					
Investigation	0	0	20	20	5
Hearing	13	18	35	26	1
ROI Issued, Pending Complainants Action	n/a	0	0	8	21
Final Action	3	2	6	1	3
Appeal with EEOC Office of Federal Operations	2	0	0	3	8

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				
	2009	2010	2011	2012	2013
Pending Complaints Where Investigations Exceeds Required Time Frames	2	6	6	13	20

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

CIA

For 1st Quarter 2013 for period ending December 31, 2012

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	14	22	33	29	27	4
Number of Complainants	14	21	32	27	24	4
Repeat Filers	1	1	1	1	3	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	7	5	11	5	7	2
Color	0	3	0	3	2	1
Religion	0	1	3	1	2	0
Reprisal	7	14	19	14	13	2
Sex	6	6	12	9	13	0
Pregnancy Discrimination Act	0	0	0	0	2	0

National Origin	3	6	4	7	2	1
Equal Pay Act	0	0	0	0	0	0
Age	2	3	10	6	12	1
Disability	1	8	9	9	11	0
Genetic Information Non-Disclosure Act	0	0	0	0	1	0
Non-EEO	0	0	0	0	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	2	1	8	1	2	0
Assignment of Duties	2	5	9	6	0	0
Awards	1	1	1	2	2	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	0	0	1	1	1	0
Suspension	0	1	0	0	0	0
Removal	3	0	2	2	1	0
Other	0	3	0	0	0	0
Duty Hours	0	0	1	0	0	0
Evaluation Appraisal	1	3	9	8	5	2
Examination/Test	0	2	2	1	1	0
Harassment						
Non-Sexual	5	5	3	5	19	2

Sexual	0	1	1	0	0	0
Medical Examination	0	0	2	0	1	0
Pay (Including Overtime)	0	0	2	3	1	0
Promotion/Non-Selection	2	3	9	11	2	0
Reassignment						
Denied	1	2	4	1	2	1
Directed	0	1	2	2	4	0
Reasonable Accommodation	0	0	1	3	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	0	0
Termination	1	3	4	3	2	1
Terms/Conditions of Employment	3	5	7	1	2	0
Time and Attendance	0	0	1	0	1	0
Training	0	0	5	1	1	0
Other	0	1	1	5	3	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru12-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	261.67	172.63	215.80	193.49	281.00	338.25
Average number of days in final action	0	516.00	0	366.36	61.20	72.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	261.67	68.00	81.10	58.50	307.08	257

Average number of days in final action	0	0	0	0	879.42	723.67						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	0	266.80	350.50	310.87	281.00	338.25						
Average number of days in final action	0	516.00	0	366.36	61.20	72.00						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2013Thru12-31						
	2008	2009	2010	2011	2012							
Total Complaints Dismissed by Agency	0	3	6	5	9	1						
Average days pending prior to dismissal	0	33	91	26	36.77	51						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	2	3	2	2	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
	2008	2009	2010	2011	2012							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013Thru12-31	
<i>Note: Complaints can be</i>	2008	2009	2010	2011	2012							

filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.

	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing												
	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013 Thru 12-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0

Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
[Redacted]												
Findings After Hearing	0	█	0	█	0	█	0	█	0	█	0	█
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0

Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2013Thru12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	9	23	36	55	58	46						
Total Complainants	9	23	35	52	49	37						
Number complaints pending												
Investigation	2	3	4	1	5	15						
ROI issued, pending Complainant's action	0	0	0	1	1	1						
Hearing	6	14	18	34	26	25						
Final Agency Action	0	2	1	2	9	4						
Appeal with EEOC Office of Federal Operations	0	0	0	0	3	3						
Complaint Investigations	Comparative Data						2013Thru12-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Pending Complaints Where Investigations Exceed Required Time Frames	0	5	10	6	13	11						

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

CIA (and below)

For 2nd Quarter 2013 for period ending March 31, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Number of Complaints Filed	14	22	33	29	27	18
Number of Complainants	14	21	32	27	28	17
Repeat Filers	1	1	1	1	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	7	5	11	5	7	6
Color	0	3	0	3	3	0
Religion	0	1	3	1	2	0
Reprisal	7	14	19	14	10	8
Sex	6	6	12	9	12	3
PDA	0	0	0	0	0	0

National Origin	3	6	4	7	2	1
Equal Pay Act	0	0	0	0	0	1
Age	2	3	10	6	11	6
Disability	1	8	9	9	11	5
Genetics	0	0	0	0	1	0
Non-EEO	0	0	0	0	3	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	2	1	8	1	7	0
Assignment of Duties	2	5	9	6	4	2
Awards	1	1	1	2	1	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	0	0	1	1	0	1
Suspension	0	1	0	0	0	0
Removal	3	0	2	2	1	1
Other	0	3	0	0	0	0
Duty Hours	0	0	1	0	0	0
Evaluation Appraisal	1	3	9	8	7	7
Examination/Test	0	2	2	1	2	0
Harassment						
Non-Sexual	5	5	3	5	10	9

Sexual	0	1	1	0	0	1
Medical Examination	0	0	2	0	0	2
Pay (Including Overtime)	0	0	2	3	1	0
Promotion/Non-Selection	2	3	9	11	1	3
Reassignment						
Denied	1	2	4	1	1	3
Directed	0	1	2	2	0	6
Reasonable Accommodation	0	0	1	3	1	1
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	0	1
Termination	1	3	4	3	2	1
Terms/Conditions of Employment	3	5	7	1	0	1
Time and Attendance	0	0	1	0	1	2
Training	0	0	5	1	0	1
Other	0	1	1	5	4	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	261.67	273.33	332.00	297.93	351.73	388.91
Average number of days in final action	0	516.00	0	258.20	190.00	306.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	261.67	289.00	336.10	291.42	371.58	334.00

Average number of days in final action	0	0	0	0	0	0	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	0	226.33	318.33	313.38	272.33	401.11	
Average number of days in final action	0	516.00	61.40	258.20	190.00	306.00	
Complaints Dismissed by Agency	Comparative Data						
	Previous Fiscal Year Data					2013Thru03-31	
	2008	2009	2010	2011	2012		
Total Complaints Dismissed by Agency	0	3	5	5	9	1	
Average days pending prior to dismissal	0	33	-103	26	19	51	
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	0	2	3	2	2	0	
Total Final Agency Actions Finding Discrimination	Comparative Data						
	Previous Fiscal Year Data					2013Thru03-31	
	2008	2009	2010	2011	2012		
	#	%	#	%	#	%	#
Total Number Findings	0	0	0	0	0	0	
Without Hearing	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data						
	Previous Fiscal Year Data					2013Thru03-31	
<i>Note: Complaints can be</i>	2008	2009	2010	2011	2012		

<i>filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013Thru03-31	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0

Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2013Thru03-31					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	0	0	0	0	0	0						
Total Complainants	9	23	35	51	55	56						
Number complaints pending												
Investigation	2	3	4	1	2	5						
ROI issued, pending Complainant's action	0	0	0	1	0	1						
Hearing	6	14	17	33	26	25						
Final Agency Action	0	2	2	2	12	14						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013Thru03-31
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	0	5	10	6	6	5

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

CIA (and below)

For 3rd Quarter 2013 for period ending June 30, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru06-30
	2008	2009	2010	2011	2012	
Number of Complaints Filed	14	22	33	29	27	26
Number of Complainants	14	21	32	27	28	25
Repeat Filers	1	1	1	1	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru06-30
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	7	5	11	5	7	7
Color	0	3	0	3	3	0
Religion	0	1	3	1	2	0
Reprisal	7	14	19	14	10	13
Sex	6	6	12	9	12	5
PDA	0	0	0	0	0	0

National Origin	3	6	4	7	2	1
Equal Pay Act	0	0	0	0	0	1
Age	2	3	10	6	11	9
Disability	1	8	9	9	11	9
Genetics	0	0	0	0	1	1
Non-EEO	0	0	0	0	3	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	2	1	8	1	7	1
Assignment of Duties	2	5	9	6	4	2
Awards	1	1	1	2	1	3
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	0	0	1	1	0	2
Suspension	0	1	0	0	0	0
Removal	3	0	2	2	1	1
Other	0	3	0	0	0	0
Duty Hours	0	0	1	0	0	0
Evaluation Appraisal	1	3	9	8	7	9
Examination/Test	0	2	2	1	2	0
Harassment						
Non-Sexual	5	5	3	5	10	14

Sexual	0	1	1	0	0	2
Medical Examination	0	0	2	0	0	2
Pay (Including Overtime)	0	0	2	3	1	1
Promotion/Non-Selection	2	3	9	11	1	3
Reassignment						
Denied	1	2	4	1	1	6
Directed	0	1	2	2	0	8
Reasonable Accommodation	0	0	1	3	1	3
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	0	1
Termination	1	3	4	3	2	2
Terms/Conditions of Employment	3	5	7	1	0	3
Time and Attendance	0	0	1	0	1	2
Training	0	0	5	1	0	3
Other	0	1	1	5	4	6
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru06-30
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	261.67	273.33	332.00	297.93	351.73	382.83
Average number of days in final action	0	516.00	0	258.20	190.00	518.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	261.67	289.00	336.10	291.42	371.58	334.00

Average number of days in final action	0	0	0	0	0	0						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	0	226.33	318.33	313.38	272.33	392.60						
Average number of days in final action	0	516.00	61.40	258.20	190.00	518.33						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2013Thru06-30						
	2008	2009	2010	2011	2012							
Total Complaints Dismissed by Agency	0	3	5	5	9	5						
Average days pending prior to dismissal	0	33	-103	26	19	46						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	2	3	2	2	0						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013Thru06-30	
	2008	2009	2010	2011	2012							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0	0	0	0	0	0	0	0	0	0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013Thru06-30	
<i>Note: Complaints can be</i>	2008	2009	2010	2011	2012							

<i>filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013Thru06-30	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0

Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2013Thru06-30					
	Previous Fiscal Year Data											
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	0	0	0	0	0	0						
Total Complainants	9	23	35	51	55	56						
Number complaints pending												
Investigation	2	3	4	1	2	5						
ROI issued, pending Complainant's action	0	0	0	1	0	0						
Hearing	6	14	17	33	26	23						
Final Agency Action	0	2	2	2	12	15						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013Thru06-30
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	0	5	10	6	6	9

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

CIA

For 4th Quarter 2013 for period ending September 30, 2013

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Number of Complaints Filed	14	22	33	29	27	30
Number of Complainants	14	21	32	27	28	28
Repeat Filers	1	1	1	1	0	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	7	5	11	5	7	7
Color	0	3	0	3	3	0
Religion	0	1	3	1	2	0
Reprisal	7	14	19	14	10	14
Sex	6	6	12	9	12	7
PDA	0	0	0	0	0	0

National Origin	3	6	4	7	2	1
Equal Pay Act	0	0	0	0	0	1
Age	2	3	10	6	11	10
Disability	1	8	9	9	11	10
Genetics	0	0	0	0	1	1
Non-EEO	0	0	0	0	3	4
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2008	2009	2010	2011	2012	
Appointment/Hire	2	1	8	1	7	1
Assignment of Duties	2	5	9	6	4	2
Awards	1	1	1	2	1	3
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	0	0	1	1	0	2
Suspension	0	1	0	0	0	0
Removal	3	0	2	2	1	1
Other	0	3	0	0	0	0
Duty Hours	0	0	1	0	0	0
Evaluation Appraisal	1	3	9	8	7	10
Examination/Test	0	2	2	1	2	0
Harassment						
Non-Sexual	5	5	3	5	10	16

Sexual	0	1	1	0	0	3
Medical Examination	0	0	2	0	0	2
Pay (Including Overtime)	0	0	2	3	1	1
Promotion/Non-Selection	2	3	9	11	1	3
Reassignment						
Denied	1	2	4	1	1	7
Directed	0	1	2	2	0	8
Reasonable Accommodation	0	0	1	3	1	3
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	0	1
Termination	1	3	4	3	2	2
Terms/Conditions of Employment	3	5	7	1	0	5
Time and Attendance	0	0	1	0	1	2
Training	0	0	5	1	0	3
Other	0	1	1	5	4	6
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Complaints pending during fiscal year						
Average number of days in investigation	261.67	273.33	332.00	297.93	351.73	370.79
Average number of days in final action	0	516.00	0	258.20	190.00	518.33
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	261.67	289.00	336.10	291.42	371.58	334.00

Average number of days in final action	0	0	0	0	0	0						
Complaint pending during fiscal year where hearing was not requested												
Average number of days in investigation	0	226.33	318.33	313.38	272.33	376.92						
Average number of days in final action	0	516.00	61.40	258.20	190.00	518.33						
Complaints Dismissed by Agency	Comparative Data											
	Previous Fiscal Year Data					2013Thru09-30						
	2008	2009	2010	2011	2012							
Total Complaints Dismissed by Agency	0	3	5	5	9	6						
Average days pending prior to dismissal	0	33	-103	26	19	47						
Complaints Withdrawn by Complainants												
Total Complaints Withdrawn by Complainants	0	2	3	2	2	1						
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2013Thru09-30	
	2008	2009	2010	2011	2012							
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2013Thru09-30	
<i>Note: Complaints can be</i>	2008	2009	2010	2011	2012							

<i>filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2013Thru09-30	
	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0

Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing												
Findings After Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2013Thru09-30						
	2008	2009	2010	2011	2012							
Total complaints from previous Fiscal Years	0	0	0	0	0	0						
Total Complainants	9	23	35	51	55	56						
Number complaints pending												
Investigation	2	3	4	1	2	5						
ROI issued, pending Complainant's action	0	0	0	1	0	0						
Hearing	6	14	17	33	26	22						
Final Agency Action	0	2	2	2	12	15						
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0						

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2013Thru09-30
	2008	2009	2010	2011	2012	
Pending Complaints Where Investigations Exceed Required Time Frames	0	5	10	6	6	14

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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

**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 (OEEEO), 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

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DISCIPLINE AND ACCOUNTABILITY

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