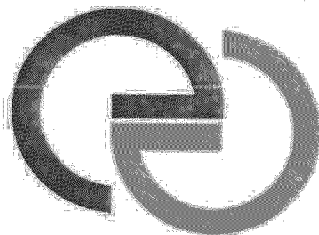


# Central Intelligence Agency

## Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002

### Annual Report for the Fiscal Year 2012



Office of Equal  
Employment Opportunity

Notification and Federal Employee  
Antidiscrimination and Retaliation Act of 2002

Annual Report for the Fiscal Year 2012

Table of Contents

Tab A	Executive Summary
Tab B	Comparative Data FY2008-FY2012
Tab C	FY2012 EEO Statistical Report of Discrimination Reports
Tab D	DCIA Diversity and Zero Tolerance Policy Statements
Tab E	Agency Regulation: Discipline and Accountability

Washington, D.C. 20505

26 June 2013

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

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

Washington, D.C. 20505

26 June 2013

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

Dear Mr. Hadden:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

Washington, D.C. 20505

26 June 2013

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

Dear Mr. Ruppertsberger:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

Washington, D.C. 20505

26 June 2013

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

Dear Mr. Chairman:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

Washington, D.C. 20505

26 June 2013

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

Dear Mr. Chairman:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

Washington, D.C. 20505

26 June 2013

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

Dear Senator Leahy:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures



Washington, D.C. 20505

26 June 2013

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

Dear Mr. Chairman:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

Washington, D.C. 20505

26 June 2013

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

Dear Mr. Chairman:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

Washington, D.C. 20505

26 June 2013

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

Dear Madam Chairman:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

Washington, D.C. 20505

26 June 2013

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

Dear Mr. Vice Chairman:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures



Washington, D.C. 20505

26 June 2013

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

Dear Mr. Chairman:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

Washington, D.C. 20505

26 June 2013

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

Dear Mr. Speaker:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

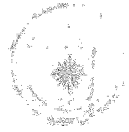
(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures



Washington, D.C. 20505

26 June 2013

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

Dear Mr. Holder:

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

- Tab A. Executive Summary
- Tab B. Comparative Data FY2008-FY2012
- Tab C. FY2012 EEO Statistical Report of Discrimination Reports
- Tab D. DCIA Diversity and Zero Tolerance Policy Statements
- Tab E. Discipline and Accountability Regulation

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

(b)(3)

Sincerely,

(b)(6)

Meroe S. Park  
Executive Director

Enclosures

UNCLASSIFIED

No FEAR Act Annual Report for Fiscal Year 2012  
Executive Summary

The No FEAR Act of 2002 is intended to reduce the incidence of workplace discrimination within the Federal Government by making agencies and departments more accountable for their actions. Section 203 of the No FEAR Act specifically requires each Federal agency to submit an annual report to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, the Committee on Governmental Affairs of the Senate, the Committee on Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the agency, the Equal Employment Opportunity Commission (EEOC), the Attorney General, and the Office of Personnel Management.

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

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

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

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

---

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

UNCLASSIFIED



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

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

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

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

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

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

[Redacted Signature]

(b)(6)

Meroe S. Park  
Executive Director, Central Intelligence Agency

Complaint Activity	Previous Fiscal Year Data				
	2008	2009	2010	2011	2012
	Number of Complaints Filed	23	22	33	29
Number of Complainants	23	22	30	25	24
Repeat Filers	0	0	3	3	3

Complaints by Basis	Comparative Data				
	Previous Fiscal Year Data				
<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
Race	19	8	11	5	7
Color	1	3	0	3	2
Religion	1	0	3	1	2
Reprisal	8	28	18	14	13
Sex	15	6	12	9	13
Pregnancy Discrimination Act	n/a	n/a	n/a	0	2
National Origin	1	7	4	7	2
Equal Pay Act	0	0	0	0	0
Age	8	6	10	10	12
Disability	1	19	9	9	11
Genetic Information Non-Disclosure	n/a	n/a	n/a	0	1
Non-EEO	0	0	0	0	0

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

Processing Time	Previous Fiscal Year Data				
	2008	2009	2010	2011	2012
	Complaints pending during fiscal year				
Average number of days in investigation stage	181	218	180.05	176.59	281
Average number of days in final action stage	240	277	61	366.36	61.2
Complaint pending during fiscal year where hearing was requested					
Average number of days in investigation stage	226	240	0	202.13	307.08
Average number of days in final action stage	304	312	0	0	879.42
Complaint pending during fiscal year where hearing was not requested					
Average number of days in investigation stage	198	304	290.85	300.85	281
Average number of days in final action stage	49	49	61	366.36	61.2

Complaints Dismissed by Agency	Comparative Data				
	Previous Fiscal Year Data				
	2008	2009	2010	2011	2012
Total Complaints Dismissed by Agency	3	5	4	6	9
Average days pending prior to dismissal	34	28	36	27	36.67
<b>Complaints Withdrawn by Complainants</b>					
Total Complaints Withdrawn by Complainants	2	2	2	2	2

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data				
	Previous Fiscal Year Data				
	2008	2009	2010	2011	2012
Total complaints from previous Fiscal Years	10	18	30	61	58
Total Complainants	10	18	29	52	49
<b>Number complaints pending</b>					
Investigation	0	0	0	20	20
Hearing	8	13	18	35	26
ROI Issued, Pending Complainants Action	n/a	n/a	0	0	8
Final Action	1	3	2	6	1
Appeal with EEOC Office of Federal Operations	1	2	0	0	3

Complaint Investigations	Comparative Data				
	Previous Fiscal Year Data				
	2008	2009	2010	2011	2012
Pending Complaints Where Investigations Exceeds Required Time Frames	1	2	6	6	13

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

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2012

PART I - PRE-COMPLAINT ACTIVITIES

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. INTENTIONALLY LEFT BLANK		
ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. INTENTIONALLY LEFT BLANK		
TOTAL COMPLETED/ENDED COUNSELINGS		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	42	38
1. COUNSELED WITHIN 30 DAYS	16	16
2. COUNSELED WITHIN 31 TO 90 DAYS	20	20
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	14	14
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	3	3
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	3	3
3. COUNSELED BEYOND 90 DAYS	6	6
4. COUNSELED DUE TO REMANDS	0	0
D. PRE-COMPLAINT ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	7	7
2. INITIATED DURING THE REPORTING PERIOD	38	35
3. COMPLETED/ENDED COUNSELINGS	42	38
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	1	1
b. WITHDRAWALS/NO COMPLAINT FILED	15	15
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	26	23
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	3	3

(b)(3)

EEOC FORM 462 (REVISED APR 2011)

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

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

**AGENCY OR DEPARTMENT:** Central Intelligence Agency

**REPORTING PERIOD:** FY 2012

PART II - FORMAL COMPLAINT ACTIVITIES	
58	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
27	B. COMPLAINTS FILED
2	C. REMANDS (sum of lines C1+C2+C3)
1	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
86	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
76	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
38	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
10	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
1	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
48	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
24	J. INDIVIDUALS FILING COMPLAINTS (Complainants)
0	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

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

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

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

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

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

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

**C. REPORTING LINE**

1 EEO DIRECTOR'S NAME: \_\_\_\_\_

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

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?  
PERSON: \_\_\_\_\_  
TITLE: Director, Center for Mission Diversity and Inclusion

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?  
PERSON: \_\_\_\_\_  
TITLE: Director, Office of Equal Employment Opportunity

4. WHO DOES THAT PERSON REPORT TO?  
PERSON: \_\_\_\_\_  
TITLE: Director, Center for Mission Diversity and Inclusion

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

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

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2012

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLOR	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
A. APPOINTMENT/HIRE	0	0	0	0	0	0	1	1	0	8	2	2
B. ASSIGNMENT OF DUTIES	0	0	0	0	0	0	0	0	0	0	0	0
C. AWARDS	0	0	0	0	0	0	0	0	0	5	2	2
D. CONVERSION TO FULL TIME	0	0	0	0	0	0	0	0	0	0	0	0
E. DISCIPLINARY ACTION	0	0	0	3	0	0	1	0	3	11	3	3
1. DEMOTION	0	0	0	1	0	0	0	0	1	3	1	1
2. REPRIMAND	0	0	0	0	0	0	0	0	1	1	1	1
3. SUSPENSION	0	0	0	0	0	0	0	0	0	0	0	0
4. REMOVAL	0	0	0	2	0	0	1	0	1	7	1	1
5.												
6.												
7.												
F. DUTY HOURS	0	0	0	0	0	0	0	0	0	0	0	0
G. EVALUATION/APPRaisal	0	0	0	1	0	0	0	0	5	15	5	4
H. EXAMINATION/TEST	0	0	0	1	0	0	1	0	0	3	1	1
I. HARASSMENT	0	1	0	4	1	0	1	1	11	47	19	17
1. NON-SEXUAL	0	1	0	4	1	0	1	1	11	47	19	17
2. SEXUAL									0	0	0	0
J. MEDICAL EXAMINATION	0	0	0	0	0	0	0	0	0	2	1	1
K. PAY INCLUDING OVERTIME	0	0	0	0	0	0	0	0	0	1	1	1
L. PROMOTION/NON-SELECTION	0	0	0	0	0	0	0	0	0	4	2	2
M. RE ASSIGNMENT	0	0	0	1	0	0	0	3	3	13	6	6
1. DENIED	0	0	0	0	0	0	0	3	0	5	2	2
2. DIRECTED	0	0	0	1	0	0	0	0	3	8	4	4
TOTAL ALL ISSUES BY BASES	0	1	0	12	1	0	6	6	26			
TOTAL ALL COMPLAINTS FILED BY BASES	0	1	0	5	1	0	2	2	13			
TOTAL ALL COMPLAINANTS BY BASES	0	1	0	4	1	0	2	2	11			

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

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

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2012

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

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											
	RACE						COLORED	RELIGION	REPRISAL	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES						
N. REASONABLE ACCOMMODATION								1	1			
O. REINSTATEMENT	0	0	0	0	0	0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0	0	0	0	0	0	0	0
Q. TERMINATION	0	0	0	0	0	0	0	0	2	7	2	2
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	1	0	0	1	0	1	4	2	2
S. TIME AND ATTENDANCE	0	0	0	0	0	0	0	0	0	2	1	1
T. TRAINING	0	0	0	0	0	0	0	0	0	1	1	1
U. OTHER (Please specify below)												
1. POSITION DOWNGRADE	0	0	0	0	0	0	0	0	0	3	2	2
2. RECEIVED POOR ADVICE	0	0	0	1	0	0	1	0	0	3	1	1
3.												
4.												
5.												
TOTAL ALL ISSUES BY BASES	0	1	0	12	1	0	6	6	26			
TOTAL ALL COMPLAINTS FILED BY BASES	0	1	0	5	1	0	2	2	13			
TOTAL ALL COMPLAINANTS BY BASES	0	1	0	4	1	0	2	2	11			

EEOC FORM 482 (REVISED APR 2011)

page 3a

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2012

## PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN			EQUAL PAY ACT		AGE	DISABILITY		GINA	TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE	MENTAL		PHYSICAL					
											BASES OF ALLEGED DISCRIMINATION				
A. APPOINTMENT/TIME	1	0	0	0	1			1	0	3	0	8	2	2	
B. ASSIGNMENT OF DUTIES	0	0	0	0	0			0	0	0	0	0	0	0	
C. AWARDS	0	2	0	0	0			3	0	0	0	5	2	2	
D. CONVERSION TO FULL TIME	0	0	0	0	0			0	0	0	0	0	0	0	
E. DISCIPLINARY ACTION	2	0	0	0	0			1	0	1	0	11	3	3	
1. DEMOTION	1	0	0	0	0			0	0	0	0	3	1	1	
2. REPRIMAND	0	0	0	0	0			0	0	0	0	1	1	1	
3. SUSPENSION	0	0	0	0	0			0	0	0	0	0	0	0	
4. REMOVAL	1	0	0	0	0			1	0	1	0	7	1	1	
5.															
6.															
7.															
F. DUTY HOURS	0	0	0	0	0			0	0	0	0	0	0	0	
G. EVALUATION/APPRaisal	0	2	0	0	0			4	0	1	0	15	5	4	
H. EXAMINATION/TEST	0	0	0	0	0			1	0	0	0	3	1	1	
I. HARASSMENT	4	4	0	0	0			8	2	9	1	47	19	17	
1. NON-SEXUAL	4	4	0	0	0			8	2	9	1	47	19	17	
2. SEXUAL	0	0	0	0	0							0	0	0	
J. MEDICAL EXAMINATION	0	1	0	0	0			1	0	0	0	2	1	1	
K. PAY INCLUDING OVERTIME	0	0	0	0	0			0	0	1	0	1	1	1	
L. PROMOTION/NON-SELECTION	1	1	0	0	1			1	0	0	0	4	2	2	
M. REASSIGNMENT	0	2	1	0	0			2	0	1	0	13	6	6	
1. DENIED	0	1	0	0	0			1	0	0	0	5	2	2	
2. DIRECTED	0	1	1	0	0			1	0	1	0	8	4	4	
TOTAL ALL ISSUES BY BASES	8	15	3	0	2			29	4	18	2				
TOTAL ALL COMPLAINTS FILED BY BASES	5	8	2	0	2			12	2	9	1				
TOTAL ALL COMPLAINTS BY BASES	5	8	1	0	2			11	2	7	1				



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

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

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2012

### PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED (Part 2)

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION											TOTAL ALL BASES BY ISSUE	TOTAL ALL COMPLAINTS BY ISSUE	TOTAL ALL COMPLAINANTS BY ISSUE
	SEX		PREGNANCY DISCRIMINATION ACT	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GPA			
	MALE	FEMALE		HISPANIC/LATINO	OTHER	MALE	FEMALE		MENTAL	PHYSICAL				
N. REASONABLE ACCOMMODATION									1	1	0	4	3	3
O. REINSTATEMENT	0	0	0	0	0			0	0	0	0	0	0	0
P. RETIREMENT	0	0	0	0	0			0	0	0	0	0	0	0
Q. TERMINATION	0	1	0	0	0			1	1	1	1	7	2	2
R. TERMS/CONDITIONS OF EMPLOYMENT	0	0	0	0	0			1	0	0	0	4	2	2
S. TIME AND ATTENDANCE	0	1	0	0	0			1	0	0	0	2	1	1
T. TRAINING	0	0	0	0	0			1	0	0	0	1	1	1
U. OTHER (Please specify below)														
1. POSITION DOWNGRADE	0	1	0	0	0			2	0	0	0	3	2	2
2. RECEIVED POOR ADVICE	0	0	0	0	0			1	0	0	0	3	1	1
3.														
4.														
5.														
TOTAL ALL ISSUES BY BASES	8	15	3	0	2	0	0	29	4	18	2			
TOTAL ALL COMPLAINTS FILED BY BASES	5	8	2	0	2	0	0	12	2	9	1			
TOTAL ALL COMPLAINANTS BY BASES	5	8	1	0	2	0	0	11	2	7	1			

EEOC FORM 462 (REVISED APR 2011)

page 3c

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

AGENCY OR DEPARTMENT: Central Intelligence Agency

REPORTING PERIOD: FY 2012

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS																					
FINDINGS/ALLEGATIONS IN:		BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED BASES IN SETTLEMENTS																			
		RACE						COLOR	RELIGION	REPRISAL	SEX		PDA	NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		GENA
		AMER INDIAN AL-DELA NATIVE	ASIAN	BLACK AFRICAN AMERICAN	EUROPEAN AMERICAN	WHITE	UNDE FINDE RACE				MALE	FEMALE		HISPANIC L-1000	OTHER	STATE	FEDERAL		MENTAL	PHYSICAL	
1. Counseling Settlement Allegations	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1a. Number of Counselings Settled	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1b. Number of Counselings Settled With	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2. Complaint Settlement Allegations	0	1	0	2	0	0	0	1	8	2	4	0	0	0	0	0	2	3	3	0	
2a. Number of Complaints Settled	0	1	0	1	0	0	0	1	3	1	4	0	0	0	0	0	2	2	2	0	
2b. Number of Complaints Settled With	0	1	0	1	0	0	0	1	3	1	4	0	0	0	0	0	2	2	2	0	
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5b. # of Complainants Issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	1	0	3	0	0	0	1	8	2	4	0	0	0	0	0	2	3	3	0	
<b>TOTAL FINAL ACTION FINDINGS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS																											
FINDINGS/ALLEGATIONS IN:		ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS																									
		APPOINTMENT HIRE	ASSIGNMENT OF DUTIES	SALARIES	CONVERSIONS TO MILITARY	DISCIPLINARY ACTION				DUTY ROLES	EVAL. APPRAISAL	EVAL. TEST	HARBORMENT		MEDICAL EVALU	PAY OVERTIME	PREPARATION NON- SELECTION	PROMOTION		PERSONNEL ACCOUNT	RETI- STATEMENT	RETIREMENT	TERMINATION	TERMS & CONDITIONS EMPLOYMENT	TIME AND ATTENDANCE	TRAINING	OTHER
						DEMOTION	REPRISAL	SUSPENSION	RETRIAL				NON-SEXUAL	SEXUAL				DEMERIT	DIRECTED								
1. Counseling Settlement Allegations	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1a. Number of Counselings Settled	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1b. Number of Counselings Settled With	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Complaint Settlement Allegations	0	0	0	0	0	0	1	2	0	4	0	5	0	0	2	3	2	2	0	0	0	0	0	0	0	1	4
2a. Number of Complaints Settled	0	0	0	0	0	0	1	2	0	2	0	5	0	0	2	3	2	2	0	0	0	0	0	0	0	1	2
2b. Number of Complaints Settled With	0	0	0	0	0	0	1	2	0	2	0	5	0	0	2	3	2	2	0	0	0	0	0	0	0	1	2
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3b. Number Complainants Issued FAD Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. AJ Decision Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4a. Number AJ Decisions With Findings	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Final Agency Order Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5a. Number of Final Orders With Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5b. # of Complainants Issued FOs with Findings Implemented	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL SETTLEMENT ALLEGATIONS</b>	0	0	0	0	0	0	1	3	0	4	0	5	0	0	2	3	2	2	0	0	0	0	0	0	0	1	4
<b>TOTAL FINAL ACTION FINDINGS</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

**AGENCY OR DEPARTMENT:** Central Intelligence Agency

**REPORTING PERIOD:** FY 2012

### PART V - SUMMARY OF CLOSURES BY STATUTE

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

29	1. TITLE VII
1	1a. PREGNANCY DISCRIMINATION ACT (PDA)
8	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
8	3. REHABILITATION ACT
0	4. EQUAL PAY ACT (EPA)
1	5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

**B. TOTAL BY STATUTES**

47 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A1a+A2+A3+A4+A5)

### PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
<b>A. TOTAL NUMBER OF CLOSURES</b> (1+2+3)	39	22830	585.38
1. WITHDRAWALS	2	236	118.00
a. NON-ADR WITHDRAWALS	2	236	118.00
b. ADR WITHDRAWALS	0	0	0.00
2. SETTLEMENTS	10	4484	448.40
a. NON-ADR SETTLEMENTS	10	4484	448.40
b. ADR SETTLEMENTS	0	0	0.00
3. FINAL AGENCY ACTIONS (B+C)	27	18110	670.74
<b>B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION</b> (1+2+3)	15	3872	258.13
1. FINDING DISCRIMINATION	0	0	0.00
2. FINDING NO DISCRIMINATION	6	3542	590.33
3. DISMISSAL OF COMPLAINTS	9	330	36.67
<b>C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION</b> (1+2)	12	14238	1186.50
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)	12	14238	1186.50
(a) FINDING DISCRIMINATION	0	0	0.00
(b) FINDING NO DISCRIMINATION	11	13055	1186.82
(c) DISMISSAL OF COMPLAINTS	1	1183	1183.00
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 2012**

**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
<b>D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED</b> (1+2+3+4)	6	358	59.67
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	1	60	60.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	1	60	60.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	0	0	0.00
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	2	122	61.00
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	1	60	60.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	1	62	62.00
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	3	176	58.67
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	2	115	57.50
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	1	61	61.00
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)	0	0	0.00
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION	0	0	0.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION	0	0	0.00

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

	NUMBER
<b>A. TOTAL COMPLAINTS CLOSED WITH BENEFITS</b>	10
<b>B. TOTAL CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT</b>	8
1. BACK PAY/FRONT PAY	1
2. LUMP SUM PAYMENT	2
3. COMPENSATORY DAMAGES	4
4. ATTORNEY FEES AND COSTS	3
<b>D. INTENTIONALLY LEFT BLANK</b>	
<b>E. TOTAL CLOSURES WITH NON-MONETARY BENEFITS TO COMPLAINANT</b>	6
<b>F. TYPES OF BENEFITS IN NON-MONETARY CLOSURES</b>	<small>NUMBER OF CLOSURES THAT RECEIVED MONETARY BENEFITS AS WELL</small>
1. HIRES	0
a. RETROACTIVE	0
b. NON-RETROACTIVE	0
2. PROMOTIONS	1
a. RETROACTIVE	1
b. NON-RETROACTIVE	0
3. EXPUNGEMENTS	2
4. REASSIGNMENTS	3
5. REMOVALS RESCINDED	0
a. REINSTATEMENT	0
b. VOLUNTARY RESIGNATION	0
6. ACCOMMODATIONS	0
7. TRAINING	1
8. APOLOGY	0
9. DISCIPLINARY ACTIONS	0
a. RESCINDED	0
b. MODIFIED	0
10. PERFORMANCE EVALUATION MODIFIED	0
11. LEAVE RESTORED	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 2012**

### PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+1a+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	48	33581		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)	0	0	0.00	0
1a. COMPLAINTS PENDING DECISION TO ACCEPT/DISMISS	1	33	33.00	33
2. COMPLAINTS PENDING IN INVESTIGATION	20	5406	270.30	600
3. COMPLAINTS PENDING IN HEARINGS	26	27122	1043.15	1889
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	1	1020	1020.00	1020

### PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	14	4838	345.57
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	11	3871	351.91
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	8	2399	299.88
1. TIMELY COMPLETED INVESTIGATIONS	1	298	298.00
2. UNTIMELY COMPLETED INVESTIGATIONS	7	2101	300.14
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	3	1472	490.67
2. AGENCY INVESTIGATION COSTS			
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	3	967	322.33
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	0	0	0.00
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	2	526	263.00
1. TIMELY COMPLETED INVESTIGATIONS	0	0	0.00
2. UNTIMELY COMPLETED INVESTIGATIONS	2	526	263.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	1	441	441.00
4. CONTRACTOR INVESTIGATION COSTS			

(b)(3)

(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 2012**

**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	38	35		
2.	REJECTED BY INDIVIDUAL (COUNSELEE)	28	27		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	10	10		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		10	10		
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	10	10		
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)		10	10	600	60.00
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	10	10	600	60.00
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	10	10	600	60.00
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b.	NO FORMAL COMPLAINT FILED	4	4	200	50.00
c.	COMPLAINT FILED				
i.	NO RESOLUTION	3	3	250	83.33
ii.	NO ADR ATTEMPT (aka Part X.E.1.d)	3	3	150	50.00
c.	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 2012**

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

**FORMAL PHASE (COMPLAINT FILED)**

B. ADR ACTIONS IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY	0	0		
2.	REJECTED BY COMPLAINANT	0	0		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	0	0		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)		0	0		
1.	INHOUSE	0	0		
2.	ANOTHER FEDERAL AGENCY	0	0		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	0	0		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.					
7.					
		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)		0	0	0	0.00
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	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.					
11.					
12.					
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	0	0	0	0.00
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	0	0	0	0.00
b.	WITHDRAWAL FROM EEO PROCESS	0	0	0	0.00
c.	NO RESOLUTION	0	0	0	0.00
d.	NO ADR ATTEMPT	0	0	0	0.00
2.	INTENTIONALLY LEFT BLANK				
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)	0	0		
a.	HIRES	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
b.	PROMOTIONS	0	0		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	0	0		
c.	EXPUNGEMENTS	0	0		
d.	REASSIGNMENTS	0	0		
e.	REMOVALS RESCINDED	0	0		
i.	REINSTATEMENT	0	0		
ii.	VOLUNTARY RESIGNATION	0	0		
f.	ACCOMMODATIONS	0	0		
g.	TRAINING	0	0		
h.	APOLOGY	0	0		
i.	DISCIPLINARY ACTIONS	0	0		
i.	RESCINDED	0	0		
ii.	MODIFIED	0	0		
j.	PERFORMANCE EVALUATION MODIFIED	0	0		
k.	LEAVE RESTORED	0	0		
l.					
m.					

(b)(3)

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

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

**AGENCY OR DEPARTMENT:** Central Intelligence Agency      **REPORTING PERIOD:** FY 2012

**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR RESOURCES**

<b>A. NO LONGER COLLECTED</b>			
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>	0		
<b>C. RESOURCES THAT MANAGE EEO ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>	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>D. EEO ADR FUNDING SPENT</b>			

(b)(3)

**E. EEO ADR CONTACT INFORMATION**

1. NAME OF EEO ADR PROGRAM DIRECTOR / MANAGER

2. TITLE Ombudsman

3. TELEPHONE NUMBER  (b)(3)      4. EMAIL N/A

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

**F. EEO ADR PROGRAM INFORMATION**

	YES	NO
1. Does the agency require the alleged responsible management official to participate in EEO 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 EEO 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, 2011 through September 30, 2012, is accurate and complete.

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

NAME AND TITLE OF CERTIFYING OFFICIAL:

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

DATE: 10/9/2012      TELEPHONE NUMBER:      E-MAIL:

NAME AND TITLE OF PREPARER  Paralegal/Compliance Specialist

DATE: 10/9/2012      TELEPHONE NUMBER:       E-MAIL:

The FY 2012 report (with the PIN entered) is due on or before October 31, 2012.

(b)(3)

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



### Appendix A - Comments

AGENCY: Central Intelligence Agency - YEAR: 2012

Part 1

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

Part 2

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

CIA - II.I - At the end of FY11, the Agency reported 61 complaints on hand at the end of the period. However, during an in depth review of the files in our office during FY12, it was determined that there were three cases that were incorrectly reported; these cases should have been reported as having been closed.

CIA - II.J - While there were 24 individuals who filed formal complaints filed during FY2012, only 23 individuals had counselings that were completed during FY2012. One individual who filed a formal complaint during FY2012 had a counseling that was concluded at the end of FY2011.

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

Part 3

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

Part 8

CIA - - The oldest case pending hearing is:

[Redacted]

Part 9

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

[Redacted]

Part 12

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

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

(b)(3)

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

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

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

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

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

David H. Petraeus

Published: 1/17/2012

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

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

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

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

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

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

David H. Petraeus

Published: 10/13/2012

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

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

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

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

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

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

John O. Brennan

**Message from the Director: Diversity Matters**

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

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

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

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

John O. Brennan

Published: 03/12/2013

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

**Title:** AR  (U) DISCIPLINE AND ACCOUNTABILITY

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











