

**ODNI's Equal Employment Opportunity Data Posted Pursuant to Title III of the  
Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR)  
Pub. L. 107-174**

**Important Note:** The Office of the Director of National Intelligence (ODNI) was stood up as an agency on April 21, 2005. As a result, the FY 2005 information provided below reflects complaint activity for the portion of the fiscal year the ODNI was in operation, *i.e.*, from 4/21/2005 through September 30, 2005.

**Number of Complaints, Reported Pursuant to 29 C.F.R. § 1614.704(a)-(c)**

|                                  | <u>FY 2005</u> | <u>FY 2006</u> | <u>FY 2007</u> | <u>FY 2008</u> | <u>FY 2009</u> | <u>FY 2010</u><br>End of 3 <sup>rd</sup> quarter |
|----------------------------------|----------------|----------------|----------------|----------------|----------------|--|
| Number of Complaints filed in FY | 0              | 1              | 1              | 2              | 2              | 3  |
| Number of Complainants           | 0              | 1              | 1              | 2              | 2              | 3  |
| Number of Repeat Filers          | 0              | 0              | 0              | 0              | 0              | 0  |

**Number of Complaints by Basis, Reported Pursuant to 29 C.F.R. § 1614.704(d)**

|                                   | <u>FY 2005</u> | <u>FY 2006</u> | <u>FY 2007</u> | <u>FY 2008</u> | <u>FY 2009</u> | <u>FY 2010</u><br>End of 3 <sup>rd</sup> quarter |
|-----------------------------------|----------------|----------------|----------------|----------------|----------------|--|
| Race                              | 0              | 1              | 0              | 2              | 1              | 0  |
| 1. American Indian/Alaskan Native | 0              | 1              | 0              | 0              | 0              | 0  |
| 2. Asian/Pacific Islander         | 0              | 0              | 0              | 0              | 0              | 0  |
| 3. Black                          | 0              | 0              | 0              | 2              | 1              | 0  |
| 4. White                          | 0              | 0              | 0              | 0              | 0              | 0  |
| 5. Two or More Races              | 0              | 0              | 0              | 0              | 0              | 0  |
| Color                             | 0              | 0              | 0              | 0              | 0              | 0  |
| Religion                          | 0              | 0              | 0              | 0              | 0              | 0  |
| Reprisal                          | 0              | 0              | 1              | 1              | 0              | 1  |
| Sex                               | 0              | 0              | 1              | 2              | 1              | 0  |
| 1. Female                         | 0              | 0              | 1              | 1              | 1              | 0  |
| 2. Male                           | 0              | 0              | 0              | 1              | 0              | 1  |
| National Origin                   | 0              | 0              | 0              | 0              | 1              | 0  |
| 1. Hispanic                       | 0              | 0              | 0              | 0              | 1              | 0  |
| 2. Other                          | 0              | 0              | 0              | 0              | 0              | 0  |
| Equal Pay Act                     | 0              | 0              | 0              | 0              | 0              | 0  |
| Age                               | 0              | 0              | 1              | 1              | 1              | 2  |
| Disability                        | 0              | 0              | 0              | 0              | 0              | 0  |
| 1. Physical                       | 0              | 0              | 0              | 0              | 0              | 1  |
| 2. Mental                         | 0              | 0              | 0              | 0              | 0              | 0  |
| Non-EEO                           | 0              | 0              | 0              | 0              | 0              | 0  |

**Number of Complaints by Issue, Reported Pursuant to 29 C.F.R. § 1614.704(e)**

|                          | <u>FY 2005</u> | <u>FY 2006</u> | <u>FY 2007</u> | <u>FY 2008</u> | <u>FY 2009</u> | <u>FY 2010</u><br>End of 3 <sup>rd</sup> quarter |
|--------------------------|----------------|----------------|----------------|----------------|----------------|--|
| Appointment/Hire         | 0              | 0              | 0              | 0              | 0              | 0  |
| Assignment of Duties     | 0              | 0              | 0              | 0              | 0              | 0  |
| Awards                   | 0              | 0              | 0              | 0              | 1              | 1  |
| Conversion to Full-Time  | 0              | 0              | 0              | 0              | 0              | 0  |
| Disciplinary Action      | 0              | 0              | 0              | 0              | 0              | 0  |
| 1. Demotion              | 0              | 0              | 0              | 0              | 0              | 0  |
| 2. Reprimand             | 0              | 0              | 0              | 0              | 0              | 0  |
| 3. Suspension            | 0              | 0              | 0              | 0              | 0              | 0  |
| 4. Removal               | 0              | 0              | 0              | 0              | 0              | 0  |
| 5. Other                 | 0              | 0              | 0              | 0              | 0              | 0  |
| Duty Hours               | 0              | 0              | 0              | 0              | 0              | 0  |
| Evaluation/Appraisal     | 0              | 1              | 0              | 0              | 0              | 0  |
| Examination/Test         | 0              | 0              | 0              | 0              | 0              | 0  |
| Harassment               | 0              | 0              | 0              | 0              | 0              | 0  |
| 1. Non-Sexual            | 0              | 1              | 1              | 0              | 1              | 1  |
| 2. Sexual                | 0              | 0              | 0              | 0              | 0              | 0  |
| Medical Examination      | 0              | 0              | 0              | 0              | 0              | 1  |
| Pay/Overtime             | 0              | 0              | 0              | 0              | 0              | 0  |
| Promotion/Non-Selection  | 0              | 0              | 0              | 0              | 1              | 0  |
| Reassignment             | 0              | 0              | 0              | 0              | 0              | 0  |
| 1. Denied                | 0              | 0              | 0              | 0              | 0              | 0  |
| 2. Directed              | 0              | 0              | 0              | 2              | 0              | 1  |
| Reasonable Accommodation | 0              | 0              | 0              | 0              | 0              | 0  |
| Reinstatement            | 0              | 0              | 0              | 0              | 0              | 0  |

|                                |   |   |   |   |   |   |
|--------------------------------|---|---|---|---|---|---|
| Retirement                     | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination                    | 0 | 0 | 0 | 0 | 0 | 1 |
| Terms/Conditions of Employment | 0 | 0 | 0 | 0 | 0 | 1 |
| Time and Attendance            | 0 | 0 | 0 | 0 | 0 | 0 |
| Training                       | 0 | 0 | 0 | 0 | 0 | 0 |
| Other                          | 0 | 0 | 0 | 0 | 0 | 1 |

**Average Processing Time, Reported Pursuant to 29 C.F.R. § 1614.704(f)**

|   | <u>FY 2005</u> | <u>FY 2006</u> | <u>FY 2007</u> | <u>FY 2008</u> | <u>FY 2009</u> | <u>FY 2010</u><br>End of 3 <sup>rd</sup> quarter |
|---|----------------|----------------|----------------|----------------|----------------|--|
| 1614.704(f)(1)<br>All Pending             | 0              | 305            | 355            | 382            | 366            | 263  |
| 1614.704(f)(2)<br>-- No Hearing Requested | 0              | 305            | 355            | 382            | 366            | 263  |
| 1614.704(f)(3)<br>-- Hearing Requested    | 0              | 0              | 0              | 0              | 0              | 0  |

**Number of Complaints Dismissed Pursuant to 29 C.F.R. § 1614.107(a) and Average Length of Time Pending Prior to Dismissal, Reported Pursuant to 29 C.F.R. §1614.704(g)**

|  | <u>FY 2005</u> | <u>FY 2006</u> | <u>FY 2007</u> | <u>FY 2008</u> | <u>FY 2009</u> | <u>FY 2010</u><br>End of 3 <sup>rd</sup> quarter |
|--|----------------|----------------|----------------|----------------|----------------|--|
| Number of Complaints Dismissed                       | 0              | 0              | 0              | 0              | 0              | 0  |
| Average Number of Days Pending<br>Prior to Dismissal | 0              | 0              | 0              | 0              | 0              | 0  |

**Number of Complaints Withdrawn by Complainants, Reported Pursuant to 29 C.F.R. § 1614.704(h)**

|                                | <u>FY 2005</u> | <u>FY 2006</u> | <u>FY 2007</u> | <u>FY 2008</u> | <u>FY 2009</u> | <u>FY 2010</u><br>End of 3 <sup>rd</sup> quarter |
|--------------------------------|----------------|----------------|----------------|----------------|----------------|--|
| Number of Complaints Withdrawn | 0              | 0              | 0              | 0              | 0              | 1  |

**Number of Final Agency Actions, Reported Pursuant to 29 C.F.R. § 1614.704(i)**

|   | <u>FY 2005</u> | <u>FY 2006</u> | <u>FY 2007</u> | <u>FY 2008</u> | <u>FY 2009</u> | <u>FY 2010</u><br>End of 3 <sup>rd</sup> quarter |
|---|----------------|----------------|----------------|----------------|----------------|--|
|   | #<br>%         | #<br>%         | #<br>%         | #<br>%         | #<br>%         | #<br>%   |
| 1614.704(i)(1)<br>Total Number of Findings of<br>Discrimination | 0              | 0              | 0              | 0              | 0              | 0  |
| 1614.704(i)(2)<br>-- Without a Hearing                          | 0<br>0         | 0<br>0         | 0<br>0         | 0<br>0         | 0<br>0         | 0<br>0   |
| 1614.704(i)(2)<br>-- After a Hearing                            | 0<br>0         | 0<br>0         | 0<br>0         | 0<br>0         | 0<br>0         | 0<br>0   |

**Number of Final Actions Involving a Finding of Discrimination by Basis, Reported Pursuant to 29 C.F.R. § 1614.704(j)**

|  | FY 2005 |   | FY 2006 |   | FY 2007 |   | FY 2008 |   | FY 2009 |   | FY 2010<br>End of 3 <sup>rd</sup> quarter |   |
|--|---------|---|---------|---|---------|---|---------|---|---------|---|---|---|
| Total Number of Findings of Discrimination | #       | % | #       | % | #       | % | #       | % | #       | % | #   | % |
| Race                                       | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0   | 0 |
| 1. American Indian/Alaskan Native          |         |   |         |   |         |   |         |   |         |   |   |   |
| 2. Asian/Pacific Islander                  |         |   |         |   |         |   |         |   |         |   |   |   |
| 3. Black                                   |         |   |         |   |         |   |         |   |         |   |   |   |
| 4. White                                   |         |   |         |   |         |   |         |   |         |   |   |   |
| 5. Two or More Races                       |         |   |         |   |         |   |         |   |         |   |   |   |
| 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 |
| 1. Female                                  |         |   |         |   |         |   |         |   |         |   |   |   |
| 2. Male                                    |         |   |         |   |         |   |         |   |         |   |   |   |
| National Origin                            | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0   | 0 |
| 1. Hispanic                                |         |   |         |   |         |   |         |   |         |   |   |   |
| 2. Other                                   |         |   |         |   |         |   |         |   |         |   |   |   |
| 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 |
| 1. Physical                                |         |   |         |   |         |   |         |   |         |   |   |   |
| 2. Mental                                  |         |   |         |   |         |   |         |   |         |   |   |   |
| Non-EEO                                    | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0   | 0 |

\* Rendered without a hearing

\*\* Rendered after a hearing

**Number of Final Agency Actions Involving a Finding of Discrimination by Issue, Reported Pursuant to 29 C.F.R. § 1614.704(k)**

|  | FY 2005 |   | FY 2006 |   | FY 2007 |   | FY 2008 |   | FY 2009 |   | FY 2010<br>End of 3 <sup>rd</sup> quarter |   |
|--|---------|---|---------|---|---------|---|---------|---|---------|---|---|---|
|  | #       | % | #       | % | #       | % | #       | % | #       | % | #   | % |
| Total Number of Findings of Discrimination | 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                        | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0   | 0 |
| 1. Demotion                                |         |   |         |   |         |   |         |   |         |   |   |   |
| 2. Reprimand                               |         |   |         |   |         |   |         |   |         |   |   |   |
| 3. Suspension                              |         |   |         |   |         |   |         |   |         |   |   |   |
| 4. Removal                                 |         |   |         |   |         |   |         |   |         |   |   |   |
| 5. Other                                   |         |   |         |   |         |   |         |   |         |   |   |   |
| 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                                 | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0   | 0 |
| 1. Non-Sexual                              |         |   |         |   |         |   |         |   |         |   |   |   |
| 2. Sexual                                  |         |   |         |   |         |   |         |   |         |   |   |   |
| Medical Examination                        | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0   | 0 |
| Pay/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                               | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0   | 0 |
| 1. Denied                                  |         |   |         |   |         |   |         |   |         |   |   |   |
| 2. Directed                                |         |   |         |   |         |   |         |   |         |   |   |   |
| Reasonable Accommodation                   | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0       | 0 | 0   | 0 |

|                                |              |              |              |              |              |              |              |              |              |
|--------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Reinstatement                  | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> |
| Retirement                     | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> |
| Termination                    | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> |
| Terms/Conditions of Employment | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> |
| Time and Attendance            | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> |
| Training                       | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> |
| Other                          | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> | <del>0</del> |

\* Rendered without a hearing

\*\* Rendered after a hearing

**Number of Complaints Pending at Any Time During the Fiscal Year, Reported Pursuant to 29 C.F.R. § 1614.704(l)**

|  | <u>FY 2005</u> | <u>FY 2006</u> | <u>FY 2007</u> | <u>FY 2008</u> | <u>FY 2009</u> | <u>FY 2010</u><br>End of 3 <sup>rd</sup> quarter |
|--|----------------|----------------|----------------|----------------|----------------|--|
| Total Number of Complaints Pending at Any Time During the FY | 0              | 1              | 2              | 3              | 4              | 7  |
| 1614.704(l)(1)<br>Number Filed before 10/1                   | 0              | 0              | 1              | 1              | 2              | 4  |
| 1614.704(l)(2)(i)<br>-- Number of Complainants               | 0              | 1              | 1              | 1              | 2              | 7  |
| 1614.704(l)(2)(ii)<br>-- Number Pending Investigation        | 0              | 1              | 1              | 1              | 2              | 5  |
| -- Number Pending Hearing                                    | 0              | 0              | 0              | 0              | 1              | 0  |
| -- Number Pending Final Agency Action                        | 0              | 0              | 1              | 1              | 2              | 2  |
| -- Number Pending Appeal                                     | 0              | 0              | 0              | 0              | 0              | 0  |

**Number of Complaints Pending at Any Time During the Fiscal Year that Exceeded the Authorized Investigation Timeframe, Reported Pursuant to 29 C.F.R. § 1614.704(m)**

|  | <u>FY 2005</u> | <u>FY 2006</u> | <u>FY 2007</u> | <u>FY 2008</u> | <u>FY 2009</u> | <u>FY 2010</u><br>End of 3 <sup>rd</sup> quarter |
|--|----------------|----------------|----------------|----------------|----------------|--|
| Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.106(e)(2) + extensions | 0              | 0              | 1              | 1              | 1              | 2  |
| Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.108(e)                 | 0              | 0              | 0              | 0              | 0              | 0  |