

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**National Cemetery Administration**

Complaint Activity 29 CFR §1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Number of Complaints Filed	15	22	20	13	23	11
Number of Complainants	15	22	19	13	22	11
Repeat Filers	0	2	1	0	1	0

Complaints by Basis 29 CFR §1614.704 (d)	Comparative Data (Sec. 1614.705)					
	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>	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Race	6	6	6	5	9	1
Color	0	1	0	1	0	1
Religion	0	1	0	0	1	1
Reprisal	5	12	8	4	12	4
Sex	5	3	3	3	4	3
Pregnancy Discrimination Act	0	0	0	0	0	1
National Origin	1	1	0	0	1	1
Equal Pay Act	0	0	0	0	0	0
Age	7	7	9	5	4	0
Disability	6	11	9	7	9	4
GINA	0	0	0	0	0	0
Non-EEO basis	0	0	0	0	0	0

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**National Cemetery Administration**

Complaints by Issue 29 CFR §1614.704 (e)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Appointment/Hire	0	3	1	1	1	0
Assignment of Duties	3	2	1	2	3	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	1	0	0	0
Reprimand	0	2	0	1	0	0
Suspension	2	0	0	1	3	0
Removal	0	2	0	0	2	0
Warning	2	2	2	1	2	3
Duty Hours	0	0	0	2	0	0
Performance Evaluation/Appraisal	2	1	0	1	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	11	11	10	13	17	1
Sexual	3	2	1	2	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	0	0	4	0
Promotion/Non-Selection	1	2	6	2	3	1
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	4	4	3	2	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	3	1	0	1	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	1	0	0	0	0
Termination	0	0	4	0	3	1
Terms/Conditions of Employment	1	1	0	0	0	0
Time and Attendance	2	4	2	1	5	1
Training	1	1	0	1	2	0
Other*	0	1	0	0	2	0

2024+G30:G48

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
The average length of time it has taken an agency to complete, respectively, investigation and final action for:	2019	2020	2021	2022	2023	2024 (10/1/23-3/31/24)
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	122.8	114.4	111.2	151.5	202.3	197.2
Average number of days in final action stage	1144.3	797.2	74.9	79.6	33.1	57.6
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	226.7	214.5	174	0	203.7	198
Average number of days in final action stage	4	5	3.5	7.7	3.8	2.5
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	214.5	222.2	197.9	0	171	206
Average number of days in final action stage	126	225	146.2	151.5	62.3	112.7

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-3/31/24)
Total Complaints Dismissed by Agency	6	3	2	3	7	1
Average days pending prior to dismissal	61.3	38.3	51	29	77.4	238

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-3/31/24)
Total Complaints Withdrawn by Complainants	0	2	1	3	2	1

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2019		2020		2021		2022		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	100%	0	0%	0	0%	2	100%	0	0%	1	100%
Without Hearing	1	100%	0	0%	0	0%	2	100%	0	0%	0	0%
With Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%

**Department of Veterans Affairs**  
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**National Cemetery Administration**

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
	2019		2020		2021		2022		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	1	100%	0	0%	0	0%	2	100%	0	0%	1	100%
<b>Race</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Color</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religion</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Reprisal</b>	0	0%	0	0%	0	0%	1	50%	0	0%	1	100%
<b>Sex</b>	1	100%	0	0%	0	0%	1	50%	0	0%	0	0%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Age</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Disability</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Non-EEO</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
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**National Cemetery Administration**

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2019		2020		2021		2022		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	1	100%	0	0%	0	0%	2	100%	0	0%	0	0%
<b>Race</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Color</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religion</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Reprisal</b>	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
<b>Sex</b>	1	100%	0	0%	0	0%	1	50%	0	0%	0	0%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Age</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Disability</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Non-EEO</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2019		2020		2021		2022		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing</b>	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
<b>Race</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Color</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religion</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Reprisal</b>	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
<b>Sex</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Age</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Disability</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Non-EEO</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2019		2020		2021		2022		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1	100%	0	0%	0	0%	2	100%	0	0%	1	100%
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%
Warning	0	0%	0	0%	0	0%	1	50%	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	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	1	100%	0	0%	0	0%	1	50%	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%	1	100%
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%
Religious Accommodation	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%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

**Department of Veterans Affairs**  
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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2019		2020		2021		2022		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	1	100%	0	0%	0	0%	2	100%	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%
<b>Disciplinary Action</b>												
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%
Warning	0	0%	0	0%	0	0%	1	50%	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%
<b>Harassment</b>												
Non-Sexual	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	1	100%	0	0%	0	0%	1	50%	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%
<b>Reassignment</b>												
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%
Religious Accommodation	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%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

**Department of Veterans Affairs**  
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**National Cemetery Administration**

Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2019		2020		2021		2022		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
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%
Warning	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%	1	100%
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%
Religious Accommodation	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%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%



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Pending Complaints Filed in Previous Fiscal Years by Status 29 CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-3/31/24)
Total complaints from previous Fiscal Years	37	31	35	32	30	174
Total Complainants	33	30	31	28	27	171
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	1
ROI issued, pending Complainant's action	1	0	0	0	0	1
Hearing	25	18	20	14	11	11
Final Action	3	4	5	6	3	4
Appeal with EEOC Office of Federal Operations	8	9	10	12	16	15

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-3/31/24)
Pending Complaints Where Investigations Exceeds Required Time Frames	0	2	0	0	0	0