

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**VA-Wide**

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 (10/1/23-3/31/24)
Number of Complaints Filed	2642	2807	2601	2918	2864	1765
Number of Complainants	2514	2668	2478	2775	2756	1745
Repeat Filers	124	123	112	134	91	20

Complaints by Basis 29 CFR §1614.704 (d)	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 filed.</i>						
Race	995	997	967	994	1048	552
Color	119	115	104	131	183	93
Religion	79	73	66	326	138	60
Reprisal	1129	1243	1178	1180	1351	728
Sex	716	706	698	754	781	458
Pregnancy Discrimination Act	18	16	18	25	31	18
National Origin	238	221	213	234	255	154
Equal Pay Act	23	19	24	2	1	12
Age	632	643	618	635	664	342
Disability	967	1066	954	1110	1108	603
GINA	6	5	3	10	7	4
Non-EEO basis	0	0	0	0	0	0

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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 (10/1/23-3/31/24)
Appointment/Hire	64	83	55	77	67	45
Assignment of Duties	356	298	254	242	301	175
Awards	18	5	18	17	20	14
Conversion to Full-time	1	0	2	2	1	1
<b>Disciplinary Action</b>						
Demotion	27	25	24	23	22	9
Reprimand	127	128	115	79	70	48
Suspension	110	93	80	86	90	46
Removal	126	90	58	61	52	25
Warning	202	199	147	233	342	194
Duty Hours	98	112	77	106	113	70
Performance Evaluation/Appraisal	265	328	272	284	353	249
Examination/Test	1	2	0	4	2	0
<b>Harassment</b>						
Non-Sexual	1518	1760	1633	1881	1905	1083
Sexual	88	83	86	95	98	61
Medical Examination	12	12	4	8	16	5
Pay (Including Overtime)	140	172	154	187	213	136
Promotion/Non-Selection	373	391	355	340	366	198
<b>Reassignment</b>						
Denied	16	20	23	22	22	19
Directed	100	258	187	239	292	188
Reasonable Accommodation Disability	355	427	331	445	418	204
Reinstatement	1	2	0	3	2	2
Religious Accommodation	6	6	6	163	30	4
Retirement	116	48	41	48	49	2
Sex-Stereotyping	0	0	0	3	0	0
Telework	36	77	89	82	82	62
Termination	192	291	280	247	262	182
Terms/Conditions of Employment	39	45	36	26	38	63
Time and Attendance	381	446	389	391	507	277
Training	100	85	60	71	111	84
Other*	0	160	143	146	134	27

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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)
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	135.9	126.2	123.5	225.8	202.8	214.1
Average number of days in final action stage	728.9	781.7	103.0	72.6	52.7	51
<b>Complaints pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	190.7	195	187.4	306.5	214.3	210.9
Average number of days in final action stage	8	7	6.5	6.8	5.1	4.3
<b>Complaints pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	206.7	202.3	198.2	241.9	200.6	221.5
Average number of days in final action stage	222	310	199.5	138.3	100.3	97.6

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	574	572	595	511	474	266
Average days pending prior to dismissal	46.7	40.9	46.1	61.9	106.1	131.1

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	174	188	197	215	218	97

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	56	100%	73	100%	65	100%	63	100%	62	100%	48	100%
Without Hearing	29	52%	36	49%	44	68%	38	60%	49	79%	38	79%
With Hearing	27	48%	37	51%	21	32%	25	40%	13	21%	10	21%

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Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
<i>Note: Complaints can be filed alleging multiple bases.</i> <i>The sum of the bases may not equal total complaints and findings.</i>	2020		2021		2022		2023		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	56	100%	73	100%	65	100%	63	100%	62	100%	48	100%
<b>Race</b>	6	11%	17	23%	5	8%	4	6%	5	8%	3	6%
<b>Color</b>	0	0%	2	3%	1	2%	2	3%	0	0%	0	0%
<b>Religion</b>	3	5%	3	4%	0	0%	1	2%	2	3%	0	0%
<b>Reprisal</b>	17	30%	31	42%	27	42%	26	41%	19	31%	23	48%
<b>Sex</b>	12	21%	15	20%	16	25%	18	29%	11	18%	7	15%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	2	4%	3	4%	1	2%	1	2%	2	3%	1	2%
<b>Equal Pay Act</b>	0	0%	1	1%	0	0%	2	3%	0	0%	0	0%
<b>Age</b>	1	2%	5	7%	3	5%	2	3%	3	5%	3	6%
<b>Disability</b>	25	45%	28	38%	24	37%	31	49%	36	58%	20	42%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	8%
<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 Basis 29 CFR §1614.704 (j)(2)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
	2019		2020		2021		2022		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	29	100%	36	100%	44	100%	38	100%	49	100%	38	100%
<b>Race</b>	4	14%	5	14%	1	2%	2	5%	5	10%	2	5%
<b>Color</b>	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%
<b>Religion</b>	0	0%	2	5%	0	0%	0	0%	1	2%	0	0%
<b>Reprisal</b>	8	28%	14	39%	15	34%	14	37%	15	31%	14	37%
<b>Sex</b>	5	17%	7	19%	9	20%	7	18%	10	20%	5	13%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	2	7%	1	3%	1	2%	0	0%	1	2%	0	0%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
<b>Age</b>	0	0%	0	0%	0	0%	0	0%	3	6%	2	5%
<b>Disability</b>	14	48%	16	43%	21	48%	20	53%	27	55%	18	47%
<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											
	2020		2021		2022		2023		2023		2024 (10/1/23-3/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing</b>	27	100%	37	100%	21	100%	25	100%	13	100%	10	100%
<b>Race</b>	2	7%	12	32%	4	19%	2	8%	0	0%	1	10%
<b>Color</b>	0	0%	0	0%	1	5%	2	8%	0	0%	0	0%
<b>Religion</b>	3	11%	1	3%	0	0%	1	4%	1	8%	0	0%
<b>Reprisal</b>	9	33%	17	46%	12	57%	12	48%	4	31%	9	90%
<b>Sex</b>	7	26%	8	22%	7	33%	11	44%	1	8%	2	20%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	2	5%	0	0%	1	4%	0	0%	1	10%
<b>Equal Pay Act</b>	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
<b>Age</b>	1	4%	5	14%	3	14%	2	8%	0	0%	1	10%
<b>Disability</b>	11	41%	12	32%	3	14%	11	44%	9	69%	2	20%
<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	56	100%	73	100%	65	100%	63	100%	62	100%	48	100%
Appointment/Hire	0	0%	1	1%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	2%	5	7%	1	2%	3	5%	1	2%	2	8%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	1	1%	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%	1	2%	1	2%	0	0%	0	0%
Suspension	0	0%	4	5%	0	0%	0	0%	0	0%	0	0%
Removal	1	2%	3	4%	1	2%	1	2%	0	0%	0	0%
Warning	0	0%	7	9%	1	2%	2	3%	2	3%	3	6%
Duty Hours	0	0%	2	3%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	5%	7	9%	3	5%	0	0%	3	5%	5	10%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	13	23%	21	28%	15	23%	21	33%	16	26%	16	33%
Sexual	6	11%	6	8%	8	12%	8	13%	8	13%	4	8%
Medical Examination	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	4%	1	1%	4	6%	4	6%	0	0%	1	2%
Promotion/Non-Selection	5	9%	16	22%	11	17%	2	3%	2	3%	2	4%
Reassignment												
Denied	0	0%	2	3%	0	0%	0	0%	0	0%	0	0%
Directed	4	7%	3	4%	1	2%	1	2%	1	2%	3	6%
Reasonable Accommodation	15	27%	11	15%	16	25%	20	32%	22	35%	17	35%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Retirement	0	0%	0	0%	0	0%	1	2%	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	3	5%	2	3%	4	6%	4	6%	3	5%	5	10%
Terms/Conditions of Employment	3	5%	2	3%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	3	5%	1	1%	4	6%	6	10%	2	3%	3	6%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	14	25%	20	27%	10	15%	11	17%	7	11%	12	25%

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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	29	100%	36	100%	44	100%	38	100%	49	100%	38	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	3%	1	3%	0	0%	2	5%	1	2%	2	5%
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%	1	2%	1	3%	0	0%	0	0%
Suspension	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Removal	1	3%	2	5%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	2	5%	1	2%	1	3%	2	4%	2	5%
Duty Hours	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	10%	2	5%	1	2%	0	0%	3	6%	3	8%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	6	21%	6	16%	4	9%	9	24%	10	20%	12	45%
Sexual	4	14%	6	16%	6	14%	4	11%	7	12%	4	11%
Medical Examination	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	1	2%	3	8%	0	0%	1	3%
Promotion/Non-Selection	2	7%	6	16%	7	16%	0	0%	2	4%	2	5%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	3	10%	0	0%	0	0%	0	0%	1	2%	0	0%
Reasonable Accommodation	11	38%	7	19%	14	32%	13	34%	14	29%	16	42%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Retirement	0	0%	0	0%	0	0%	1	3%	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	1	3%	2	5%	0	0%	0	0%	1	2%	4	11%
Terms/Conditions of Employment	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	2	7%	0	0%	2	5%	3	8%	2	4%	2	5%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	8	28%	10	28%	9	20%	10	26%	6	12%	10	21%

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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	27	100%	37	100%	21	100%	25	100%	13	100%	10	100%
Appointment/Hire	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	4	11%	1	5%	1	4%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	1	3%	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%	3	8%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	1	3%	1	5%	1	4%	0	0%	0	0%
Warning	0	0%	5	14%	0	0%	1	4%	0	0%	1	10%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	5	14%	2	10%	0	0%	0	0%	2	20%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	7	26%	15	41%	11	52%	12	48%	6	46%	4	40%
Sexual	2	7%	0	0%	2	10%	4	16%	1	8%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	7%	1	3%	3	14%	1	4%	0	0%	0	0%
Promotion/Non-Selection	3	11%	10	27%	4	19%	2	8%	0	0%	0	0%
Reassignment												
Denied	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%
Directed	1	4%	3	8%	1	5%	1	4%	0	0%	3	30%
Reasonable Accommodation	4	15%	4	11%	2	10%	7	28%	7	54%	1	10%
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	2	7%	0	0%	4	19%	4	16%	2	15%	1	10%
Terms/Conditions of Employment	2	7%	2	5%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	4%	1	3%	2	10%	3	12%	0	0%	1	10%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	6	22%	10	27%	1	5%	1	4%	1	8%	2	20%



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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	4562	4458	3680	3553	3851	4294
Total Complainants	3955	3878	3255	3177	3509	3951
Number complaints pending						
Investigation	24	16	3	4	7	205
ROI issued, pending Complainant's action	11	17	8	6	37	147
Hearing	3236	2934	2523	2214	2161	2177
Final Action	714	731	468	536	684	855
Appeal with EEOC Office of Federal Operations	576	759	678	793	962	908

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	97	52	43	15	2	35