

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**Veterans Benefits 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 (10/1/23-3/31/24)
Number of Complaints Filed	159	177	106	136	113	86
Number of Complainants	151	168	98	132	112	86
Repeat Filers	10	14	10	4	1	0

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	62	64	39	48	39	21
Color	6	3	1	7	3	4
Religion	3	3	2	8	5	1
Reprisal	62	85	47	54	42	36
Sex	53	41	25	36	24	15
Pregnancy Discrimination Act	0	0	1	0	1	0
National Origin	8	11	5	5	2	3
Equal Pay Act	0	0	0	0	0	0
Age	44	41	28	35	31	15
Disability	80	100	47	66	53	36
GINA	1	0	0	1	0	0
Non-EEO basis	0	0	0	0	0	0

**Department of Veterans Affairs**  
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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	4	8	3	4	3	5
Assignment of Duties	16	12	4	8	10	6
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	2	1	1	1	1
Reprimand	9	9	5	3	3	5
Suspension	8	4	0	5	3	3
Removal	14	9	1	3	3	3
Warning	11	18	7	10	10	6
Duty Hours	0	4	0	3	0	0
Performance Evaluation/Appraisal	18	19	17	13	13	12
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	83	100	54	83	58	41
Sexual	2	7	3	1	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	6	7	1	6	8	2
Promotion/Non-Selection	21	31	14	14	23	15
Reassignment						
Denied	3	0	3	3	3	2
Directed	8	1	3	4	6	1
Reasonable Accommodation Disability	38	44	17	29	29	10
Reinstatement	0	0	0	1	0	0
Religious Accommodation	1	0	0	3	1	0
Retirement	6	4	5	6	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	6	7	0	6	2	1
Termination	8	20	15	7	13	10
Terms/Conditions of Employment	0	4	1	1	1	3
Time and Attendance	15	28	10	23	22	5
Training	10	6	4	4	4	4
Other*	0	11	8	6	3	0

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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 <i>(for any length of time)</i> during fiscal year						
Average number of days in investigation stage	120.9	116.1	108.4	177.8	192.8	194.6
Average number of days in final action stage	740.7	810.1	91.9	95.1	46.4	44.2
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	187.6	179.2	175.4	337.8	190.3	183.9
Average number of days in final action stage	6	11	6.2	13.3	4.3	2.3
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	201.9	203.5	202.3	224.0	174.6	220.1
Average number of days in final action stage	244	305	177.6	176.9	88.5	86

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	38	43	27	32	16	16
Average days pending prior to dismissal	63.3	30.5	46.96	42	78.31	252.3

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	10	13	16	9	13	7

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	5	100%	2	100%	5	100%	4	100%	3	100%	0	0%
Without Hearing	2	40%	1	50%	5	100%	1	25%	2	100%	0	0%
With Hearing	3	60%	1	50%	0	0%	3	75%	1	0%	0	0%

**Department of Veterans Affairs**  
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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. 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>Total Number Findings</b>	5	100%	2	100%	5	100%	4	100%	3	100%	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>	2	40%	1	50%	2	40%	1	25%	0	0%	0	0%
<b>Sex</b>	1	20%	0	0%	0	0%	2	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%	1	25%	0	0%	0	0%
<b>Disability</b>	2	40%	1	50%	4	80%	3	75%	3	100%	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 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>	2	100%	1	100%	5	100%	1	100%	2	100%	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>	1	50%	0	0%	2	40%	0	0%	0	0%	0	0%
<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>	1	50%	1	100%	4	80%	1	100%	2	100%	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>	5	100%	1	100%	0	0%	3	100%	1	100%	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>	1	33%	1	100%	0	0%	1	33%	0	0%	0	0%
<b>Sex</b>	1	33%	0	0%	0	0%	2	67%	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%	1	33%	0	0%	0	0%
<b>Disability</b>	1	33%	0	0%	0	0%	2	67%	1	100%	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	0	0%	2	100%	5	100%	4	100%	3	100%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	1	20%	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%	1	20%	1	25%	0	0%	0	0%
Sexual	1	20%	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	1	20%	1	50%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	3	60%	1	50%	4	80%	2	50%	3	100%	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	1	20%	0	0%	0	0%	1	25%	1	33%	0	0%
Terms/Conditions of Employment	2	40%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	20%	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)(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	2	100%	1	100%	5	100%	1	100%	2	100%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	1	20%	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%	1	20%	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	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	2	100%	1	100%	4	80%	1	100%	2	100%	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	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%
Terms/Conditions of Employment	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	50%	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)(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	3	100%	1	100%	0	0%	3	100%	1	100%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
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%	1	33%	0	0%	0	0%
Sexual	1	33%	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%	1	100%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	33%	0	0%	0	0%	1	33%	1	100%	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%	1	33%	0	0%	0	0%
Terms/Conditions of Employment	1	33%	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	308	289	215	187	180	209
Total Complainants	272	251	196	171	168	196
Number complaints pending						
Investigation	1	2	1	0	0	9
ROI issued, pending Complainant's action	2	0	1	0	0	2
Hearing	199	177	138	102	93	114
Final Action	56	48	31	28	28	32
Appeal with EEOC Office of Federal Operations	50	62	44	57	59	51

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	5	7	1	0	0	0