

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**Veterans Health 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	2343	2489	2381	2664	2627	1598
Number of Complainants	2230	2373	2274	2540	2529	1578
Repeat Filers	110	112	100	116	82	20

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 10/1/23-3/31/24)
Race	862	880	881	900	965	514
Color	106	109	99	113	176	86
Religion	72	66	62	314	130	58
Reprisal	990	1085	1078	1080	1263	664
Sex	620	623	637	681	719	429
Pregnancy Discrimination Act	17	15	17	24	29	16
National Origin	215	200	205	222	246	145
Equal Pay Act	22	19	24	2	1	12
Age	550	559	555	571	612	317
Disability	822	905	866	997	1004	542
GINA	4	5	3	9	7	4
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	55	65	50	68	61	18
Assignment of Duties	311	275	245	225	280	165
Awards	16	5	17	17	20	14
Conversion to Full-time	1	0	2	2	1	1
Disciplinary Action						
Demotion	23	23	22	22	20	8
Reprimand	110	112	106	70	64	42
Suspension	99	88	78	78	81	42
Removal	111	73	53	56	47	21
Warning	175	173	129	219	320	185
Duty Hours	97	106	76	100	113	70
Performance Evaluation/Appraisal	229	290	239	259	327	232
Examination/Test	1	2	0	4	4	0
Harassment						
Non-Sexual	1344	1584	1512	1710	1785	1012
Sexual	81	72	80	90	94	59
Medical Examination	12	12	4	8	16	5
Pay (Including Overtime)	128	161	148	179	198	134
Promotion/Non-Selection	333	344	317	308	326	178
Reassignment						
Denied	12	20	19	17	18	17
Directed	89	253	182	232	285	165
Reasonable Accommodation Disability	292	358	306	400	376	188
Reinstatement	1	2	0	2	2	2
Religious Accommodation	4	6	6	160	29	4
Retirement	104	43	34	38	45	2
Sex-Stereotyping	0	0	0	2	0	0
Telework	24	64	85	73	76	59
Termination	182	263	258	232	243	168
Terms/Conditions of Employment	36	38	34	25	36	58
Time and Attendance	344	408	373	360	472	269
Training	81	71	55	66	104	80
Other*	0	138	128	140	126	24

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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	133.2	122.4	124.3	229.4	203	214.3
Average number of days in final action stage	732.2	778.5	101.8	70.7	53.1	51.7
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	190.8	196.2	188.6	302.6	216.3	210.9
Average number of days in final action stage	9	13	6.5	6.6	5.2	4.4
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	207.6	202.5	198.4	243.8	201	221.8
Average number of days in final action stage	227	310	197.1	134.8	101	99

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	500	498	543	463	432	240
Average days pending prior to dismissal	46	41.59	45.9	51.3	107	126.13

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	155	163	175	194	195	86

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	48	100%	69	100%	58	100%	55	100%	57	100%	47	100%
Without Hearing	25	64%	35	51%	37	64%	35	64%	45	79%	38	81%
With Hearing	23	59%	34	49%	21	36%	20	36%	12	21%	9	19%

**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>	48	100%	69	100%	58	100%	55	100%	57	100%	47	100%
<b>Race</b>	6	13%	15	22%	5	9%	4	7%	4	7%	3	6%
<b>Color</b>	0	0%	2	2%	1	2%	2	4%	0	0%	0	0%
<b>Religion</b>	3	6%	3	4%	0	0%	1	2%	2	4%	0	0%
<b>Reprisal</b>	15	31%	28	41%	24	41%	23	42%	19	173%	22	47%
<b>Sex</b>	10	21%	14	20%	16	28%	15	27%	11	19%	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%	1	2%	1	2%
<b>Equal Pay Act</b>	0	0%	1	1%	0	0%	2	4%	0	0%	0	0%
<b>Age</b>	1	2%	5	7%	3	5%	1	2%	3	5%	3	6%
<b>Disability</b>	21	44%	27	39%	19	33%	26	47%	32	52%	20	43%
<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>	25	100%	35	100%	37	100%	35	100%	45	100%	38	100%
<b>Race</b>	4	16%	5	14%	1	3%	2	6%	4	9%	2	5%
<b>Color</b>	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%
<b>Religion</b>	0	0%	2	6%	0	0%	0	0%	1	2%	0	0%
<b>Reprisal</b>	7	28%	14	40%	12	32%	13	37%	15	33%	14	37%
<b>Sex</b>	4	16%	7	20%	9	24%	6	17%	10	22%	5	13%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	2	8%	1	3%	1	3%	0	0%	1	2%	0	0%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%
<b>Age</b>	0	0%	0	0%	0	0%	0	0%	3	7%	2	5%
<b>Disability</b>	12	48%	15	43%	16	43%	19	54%	24	53%	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											
<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>	23	100%	34	100%	21	100%	20	100%	12	100%	9	100%
<b>Race</b>	2	9%	10	29%	4	19%	2	10%	0	0%	1	11%
<b>Color</b>	0	0%	0	0%	1	5%	2	10%	0	0%	0	0%
<b>Religion</b>	3	13%	1	3%	0	0%	1	5%	1	8%	0	0%
<b>Reprisal</b>	8	35%	14	41%	12	57%	10	50%	4	33%	8	89%
<b>Sex</b>	6	26%	7	21%	7	33%	9	45%	1	8%	2	22%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	2	6%	0	0%	1	5%	0	0%	1	11%
<b>Equal Pay Act</b>	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
<b>Age</b>	1	4%	5	15%	3	14%	1	5%	0	0%	1	11%
<b>Disability</b>	9	39%	12	35%	3	14%	7	35%	8	67%	2	22%
<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	48	100%	69	100%	58	100%	55	100%	57	100%	47	100%
Appointment/Hire	0	0%	1	1%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	2%	4	6%	1	2%	3	5%	1	2%	2	4%
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%	3	4%	0	0%	0	0%	0	0%	0	0%
Removal	1	2%	2	3%	1	2%	1	2%	0	0%	0	0%
Warning	0	0%	5	7%	0	0%	1	2%	2	4%	3	6%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	6%	5	7%	2	3%	0	0%	3	5%	5	11%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	12	25%	19	28%	14	24%	19	35%	15	26%	16	34%
Sexual	4	8%	6	9%	8	14%	7	13%	8	14%	4	9%
Medical Examination	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	4%	1	1%	4	7%	4	7%	0	0%	1	2%
Promotion/Non-Selection	4	8%	14	20%	11	19%	2	4%	2	4%	2	4%
Reassignment												
Denied	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Directed	4	8%	1	1%	1	2%	1	2%	1	2%	2	4%
Reasonable Accommodation	10	21%	10	14%	11	19%	17	31%	17	30%	17	36%
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	1	2%	2	3%	4	7%	3	5%	2	4%	5	11%
Terms/Conditions of Employment	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	2	4%	1	1%	4	7%	6	11%	2	4%	3	6%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	13	27%	20	29%	10	17%	11	20%	7	12%	12	26%

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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	25	100%	35	100%	37	100%	35	100%	45	100%	38	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	4%	1	3%	0	0%	2	6%	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	3%	1	3%	0	0%	0	0%
Suspension	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Removal	1	4%	2	6%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	2	6%	0	0%	0	0%	2	4%	2	5%
Duty Hours	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	12%	2	6%	0	0%	0	0%	3	7%	3	8%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	5	20%	6	17%	3	8%	9	26%	9	20%	12	32%
Sexual	3	12%	6	17%	6	16%	3	9%	7	16%	4	11%
Medical Examination	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	1	3%	3	9%	0	0%	1	3%
Promotion/Non-Selection	1	4%	6	17%	7	19%	0	0%	2	4%	2	5%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	3	12%	0	0%	0	0%	0	0%	1	2%	0	0%
Reasonable Accommodation	8	32%	6	17%	9	24%	12	34%	14	31%	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	0	0%	2	6%	0	0%	0	0%	0	0%	4	11%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	4%	0	0%	2	5%	3	9%	2	4%	2	5%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	28%	10	29%	9	24%	10	29%	6	13%	10	26%

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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	23	100%	34	100%	21	100%	20	100%	12	100%	9	100%
Appointment/Hire	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	3	9%	1	5%	1	5%	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%	2	6%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	1	5%	1	5%	0	0%	0	0%
Warning	0	0%	3	9%	0	0%	1	5%	0	0%	1	11%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	9%	2	10%	0	0%	0	0%	2	22%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	7	30%	13	38%	11	52%	10	50%	6	50%	4	44%
Sexual	1	4%	0	0%	2	10%	4	20%	1	8%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	9%	1	3%	3	14%	1	5%	0	0%	0	0%
Promotion/Non-Selection	3	13%	8	24%	4	19%	2	10%	0	0%	0	0%
Reassignment												
Denied	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Directed	1	4%	1	3%	1	5%	1	5%	0	0%	2	22%
Reasonable Accommodation	2	9%	4	12%	2	10%	5	25%	6	50%	1	11%
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	4%	0	0%	4	19%	3	15%	2	17%	1	11%
Terms/Conditions of Employment	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	4%	1	3%	2	10%	3	15%	0	0%	1	11%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	6	26%	10	29%	1	5%	1	5%	1	8%	2	22%



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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	3989	3907	3247	3171	3490	3940
Total Complainants	3457	3395	2864	2837	3175	3598
<b>Number complaints pending</b>						
Investigation	19	11	2	1	7	189
ROI issued, pending Complainant's action	8	15	7	5	36	142
Hearing	2844	2587	2237	1999	1970	1955
Final Action	627	650	414	480	635	795
Appeal with EEOC Office of Federal Operations	491	644	587	686	842	797

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	83	40	40	13	2	27