

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

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					2016
Complaint Activity	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Number of Complaints Filed in FY 1614.704(a)	181	155	137	171	144	171
Number of Complainants 1614.704(b)	167	148	130	161	134	161
Repeat Filers 1614.704(c)	16	10	7	10	10	11

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					2016
Complaints by Basis	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Race	71	57	43	56	47	60
Color	7	2	5	5	6	8
Religion	5	2	3	3	1	5
Reprisal	53	60	47	74	74	70
Sex	57	36	34	50	37	52
National Origin	9	5	9	10	5	8
Equal Pay Act	0	0	0	0	0	1
Age	61	43	29	44	46	47
Disability	75	71	72	98	69	79
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)  Complaints by Issue	29 CFR §1614.705 Comparative Data					2016
	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Appointment/Hire	6	2	7	3	4	2
Assignment of Duties	10	4	9	11	11	9
Awards	5	1	2	0	1	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>	<b>30</b>	<b>20</b>	<b>26</b>	<b>30</b>	<b>29</b>	<b>30</b>
Demotion	3	2	2	1	0	1
Reprimand	8	2	5	5	8	4
Suspension	5	1	10	8	8	13
Removal	5	5	3	2	1	2
Other	9	10	6	14	12	10
Duty Hours	0	4	1	1	2	4
Evaluation Appraisal	8	8	6	6	8	12
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>	<b>83</b>	<b>73</b>	<b>62</b>	<b>88</b>	<b>73</b>	<b>87</b>
Non-Sexual	78	66	59	80	67	80
Sexual	5	7	3	8	6	7
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	2	7	7	1	2	4
Promotion/Non-Selection	45	39	22	38	37	42
<b>Reassignment</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>5</b>	<b>10</b>
Denied						1
Directed						9
Reasonable Accommodation	29	24	37	53	34	42
Reinstatement	0	0	0	0	0	0
Retirement	2	2	0	5	2	2
Termination	21	12	9	16	6	9
Terms/Conditions of Employment	1	3	4	5	0	4
Time and Attendance	11	9	11	19	11	12
Training	6	8	3	4	5	5
Other	29	19	22	30	16	24

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Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."	29 CFR §1614.704(f)										Num.	Ave. Days	
	Previous Fiscal Year Data												2016
	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days			
	2011		2012		2013		2014		2015				
All complaints pending in Investigative Stage	1614.704	42	111	44	127.0	54	171.9	51	130.2	48	132.6	57	135.0
All complaints pending in Final Agency Action Stage	(f) (1)	26	555	28	521.9	16	599.6	28	441.0	15	871.4	23	884.1
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	23	496	26	508.0	13	466.4	28	441.0	13	866.7	23	884.1
Time in Investigation Stage		23	182	26	168.7	13	199.3	28	196.5	13	221.9	23	250.0
Time to issue Final Agency Action		26	*122	35	*187	37	145	29	140	34	136	35	143
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	103	561	111	596.6	96	731.2	132	661.1	171	779.6	191	805.6
Time in Investigation Stage		103	184	111	179.0	96	197.3	132	205.7	171	209.3	191	214.2
Time to issue Final Agency Action		27	11	15	19	20	15	24	15	16	11	17	5

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					2016
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	37	24	26	24	18	31
Average days pending prior to dismissal	51.14	60.8	49.9	58.9	42.1	64.0

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2016
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total Complaints Withdrawn by Complainants	18	15	1	11	7	24





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29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2016	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>	1	100%	5	100%	3	100%	2	100%	3	100%	2	100%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal									1	33%		
Examination/Test												
Harassment					2	67%			1	33%		
Non-Sexual			1	20%	2	67%			1	33%	1	50%
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection	1	100%	1	20%			1	50%				
Reassignment												
Denied												
Directed												
Reasonable Accommodation			3	60%			1	50%	2	67%	1	50%
Reinstatement												
Retirement												
Termination					2	67%					1	50%
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other			1	20%					1	33%		



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29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2016	
	Previous Fiscal Year Data											
	2011		2012		2013		2014		2015			
#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings 704(k)(1)</b>	1	100%			3	100%	2	100%	3	100%	2	100%
<b>Findings After Hearing 704(k)(3)</b>	1	100%			1	33%	1	50%	2	100%	0	0%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal									1	50%		
Examination/Test												
Harassment									1	50%		
Non-Sexual			1	100%					1	50%		
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection	1	100%	1	100%			1	100%				
Reassignment												
Denied												
Directed												
Reasonable Accommodation			1	33%					1	50%		
Reinstatement												
Retirement												
Termination					1	100%						
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other									1	50%		

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2016
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years 704(l)(1)	88	103	96	109	187	210
Total Complainants 704(l)(2)	79	95	90	103	167	184
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	0	0	1	1	0	0
ROI issued, pending Complainant's action	1	0	0	0	3	1
Hearing	67	81	79	91	145	152
Final Agency Action	14	16	10	12	12	20
Appeal with EEOC Office of Federal Operations	6	6	6	5	27	34
*Do not track						

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					2016
Complaint Investigations	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Number Pending Completion of Investigation	42	44	54	61	48	57
Pending Investigations Over Required Time Frames	0	1	14	1	5	14