

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

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	
Number of Complaints Filed in FY 1614.704(a)	25	18	24	26	15	14
Number of Complainants 1614.704(b)	24	18	20	24	15	14
Repeat Filers 1614.704(c)	2	0	4	2	0	0

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	
Race	9	7	4	5	6	2
Color	0	0	1	0	0	0
Religion	0	0	0	0	0	1
Reprisal	7	4	5	9	5	11
Sex	3	7	4	3	5	2
Pregnancy Discrimination Act	0	0	0	0	0	0
National Origin	2	2	3	0	1	1
Equal Pay Act	0	0	0	0	0	0
Age	4	7	4	6	7	4
Disability	8	11	8	12	6	7
GINA	0	0	0	0	0	0
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	
Appointment/Hire	0	1	1	6	0	2
Assignment of Duties	1	0	1	1	3	1
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>	<b>7</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>6</b>
Demotion	0	0	0	0	0	0
Reprimand	3	0	1	2	0	2
Suspension	2	1	3	0	2	0
Removal	0	1	0	0	0	2
Warning	2	0	1	2	2	2
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	3	2	1	2	2	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>	<b>10</b>	<b>7</b>	<b>9</b>	<b>14</b>	<b>14</b>	<b>7</b>
Non-Sexual	10	7	9	14	11	7
Sexual	0	0	0	2	3	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	0	0	1	0
Promotion/Non-Selection	4	0	6	1	1	1
<b>Reassignment</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Denied	0	0	0	0	0	0
Directed	1	0	0	0	0	0
Reasonable Accommodation	1	5	1	1	0	3
Reinstatement	0	1	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	1	1	3	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	1
Termination	1	1	1	3	0	0
Terms/Conditions of Employment	0	2	0	0	1	1
Time and Attendance	1	0	2	4	2	3
Training	0	1	0	0	1	1
Other	1	1	2	0	0	1

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<b>29 CFR §1614.704(f)</b>													
<b>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..."</b>		<b>Previous Fiscal Year Data</b>										<b>Num.</b>	<b>Ave. Days</b>
		<b>Number</b>	<b>Ave. Days</b>	<b>Num.</b>	<b>Ave. Days</b>	<b>Num.</b>	<b>Ave. Days</b>	<b>Num.</b>	<b>Ave. Days</b>	<b>Num.</b>	<b>Ave. Days</b>	<b>2020</b>	
		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>			
All complaints pending in Investigative Stage	1614.704	6	108.3	9	118.8	6	121.3	8	113.5	4	122.8	6	125.0
All complaints pending in Final Agency Action Stage	(f) (1)	3	369.0	4	519.8	4	849.0	5	538.8	3	1144.3	5	1030.4
All complaints pending in which Hearing was not requested	1614.704	2	420.5	3	484.7	3	798.3	5	538.8	3	1144.3	5	1030.4
Time in Investigation Stage	(f) (2)	2	162.5	3	174.3	3	202.7	5	165.4	3	226.7	5	262.6
Time to issue Final Agency Action		<b>4</b>	<b>104</b>	<b>4</b>	<b>63</b>	<b>6</b>	<b>85</b>	<b>5</b>	<b>82</b>	<b>11</b>	<b>126</b>	<b>2</b>	<b>304</b>
All complaints pending in which a Hearing was requested	1614.704	15	777.5	19	757.7	21	917.2	24	984.0	26	1145.1	25	1022.6
Time in Investigation Stage	(f) (3)	15	201.9	19	205.7	21	230.9	24	221.6	26	214.5	25	218.4
Time to issue Final Agency Action		<b>2</b>	<b>25</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>

<b>29 CFR §1614.704(g)</b>	<b>29 CFR §1614.705 Comparative Data</b>					
<b>Complaints Dismissed by Agency Pursuant to 1614.107(a)</b>	<b>Previous Fiscal Year Data</b>					<b>2020</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total Complaints Dismissed by Agency	4	7	4	9	6	2
Average days pending prior to dismissal	73.25	49.57	55.5	37.67	61.3	46.5

<b>29 CFR §1614.704(h)</b>	<b>29 CFR §1614.705 Comparative Data</b>					
<b>Complaints Withdrawn by Complainants</b>	<b>Previous Fiscal Year Data</b>					<b>2020</b>
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total Complaints Withdrawn by Complainants	2	0	4	0	0	2















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<b>29 CFR §1614.704(l)</b>	<b>29 CFR §1614.705 Comparative Data</b>					<b>2020</b>
<b>Complaints Pending From Previous Fiscal Years by Status</b>	<b>Previous Fiscal Year Data</b>					
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total complaints from previous Fiscal Years 704(l)(1)	16	23	30	35	37	36
Total Complainants 704(l)(2)	15	23	29	31	33	35
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	1	1	0
Hearing	11	14	20	23	25	22
Final Agency Action	1	0	3	3	3	4
Appeal with EEOC Office of Federal Operations	4	4	7	8	8	10

<b>29 CFR §1614.704(m)</b>	<b>29 CFR §1614.705 Comparative Data</b>					<b>2020</b>
<b>Complaint Investigations</b>	<b>Previous Fiscal Year Data</b>					
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Number Pending Completion of Investigation	6	9	6	8	4	6
Pending Investigations Over Required Time Frames	1	2	1	0	0	0