

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					2020
Complaint Activity	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Number of Complaints Filed in FY 1614.704(a)	144	171	197	194	159	129
Number of Complainants 1614.704(b)	134	161	187	184	151	125
Repeat Filers 1614.704(c)	10	11	10	9	10	8

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					2020
Complaints by Basis	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Race	47	60	76	56	62	44
Color	6	8	7	5	6	2
Religion	1	5	5	7	3	2
Reprisal	74	70	79	90	62	58
Sex	37	52	58	52	53	26
Pregnancy Discrimination Act	0	0	0	0	0	0
National Origin	5	8	4	9	8	8
Equal Pay Act	0	1	1	1	0	0
Age	46	47	43	46	44	32
Disability	69	79	116	109	80	70
GINA	1	1	0	0	1	0
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					2020
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Appointment/Hire	4	2	6	6	4	6
Assignment of Duties	11	9	11	10	16	8
Awards	1	1	4	1	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	29	30	35	39	40	27
Demotion	0	1	0	1	4	2
Reprimand	8	4	5	8	9	5
Suspension	8	13	9	4	8	3
Removal	1	2	6	9	14	7
Warning	12	10	15	19	11	10
Duty Hours	2	4	0	1	0	4
Evaluation Appraisal	8	12	11	15	18	15
Examination/Test	0	0	0	0	0	0
Harassment	73	87	104	114	84	79
Non-Sexual	67	80	99	111	83	74
Sexual	6	7	5	10	2	5
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	2	4	11	4	6	5
Promotion/Non-Selection	37	42	26	26	21	22
Reassignment	5	10	7	15	11	1
Denied	3	1	2	2	3	0
Directed	2	9	5	13	8	1
Reasonable Accommodation	34	42	53	41	38	33
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	2	2	4	3	6	3
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	4	5	6	5
Termination	6	9	12	20	8	14
Terms/Conditions of Employment	0	4	4	6	0	2
Time and Attendance	11	12	21	16	15	22
Training	5	5	10	5	10	4
Other	16	24	43	12	0	9

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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											
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	2020	
		2015		2016		2017		2018		2019			
All complaints pending in Investigative Stage	1614.704	48	133	57	135.0	63	131.0	60	143.0	45	120.9	50	117.8
All complaints pending in Final Agency Action Stage	(f) (1)	15	871	23	884.1	26	574.3	64	626.5	72	740.7	70	732.2
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	13	867	23	884.1	23	525.3	61	548.4	66	646.7	63	618.7
Time in Investigation Stage		13	222	23	250.0	23	216.2	61	194.4	66	187.6	63	175.0
Time to issue Final Agency Action		34	136	35	143	34	117	43	129	67	244	20	269
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	171	780	191	805.6	220	863.7	242	898.8	244	1017.0	210	1189.7
Time in Investigation Stage		171	209	191	214.2	220	216.0	242	203.7	244	201.9	210	205.0
Time to issue Final Agency Action		16	11	17	5	20	7	26	4	48	6	12	5

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					2020
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	18	31	32	45	38	37
Average days pending prior to dismissal	42.11	64.0	40.0	46.4	63.3	25.0

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2020
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total Complaints Withdrawn by Complainants	7	24	18	14	10	12

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Other	1	33%					1	100%	1	20%		
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Other							1	100%	1	50%		
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Training												
Other	1	50%										

29 CFR §1614.704(l) Complaints Pending From Previous Fiscal Years by Status	29 CFR §1614.705 Comparative Data					2020
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years 704(l)(1)	187	210	227	289	308	305
Total Complainants 704(l)(2)	167	184	199	256	272	267
Number complaints pending: 704(l)(3)						
Investigation	0	0	0	0	1	0
ROI issued, pending Complainant's action	3	1	1	2	2	0
Hearing	145	152	169	200	199	191
Final Agency Action	12	20	14	38	56	56
Appeal with EEOC Office of Federal Operations	27	34	43	49	50	58
*Do not track						

29 CFR §1614.704(m) Complaint Investigations	29 CFR §1614.705 Comparative Data					2020
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Number Pending Completion of Investigation	48	57	63	60	44	50
Pending Investigations Over Required Time Frames	5	14	7	6	5	2