

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					2018
	2013	2014	2015	2016	2017	
Number of Complaints Filed in FY 1614.704(a)	26	10	19	25	18	3
Number of Complainants 1614.704(b)	24	10	19	24	18	3
Repeat Filers 1614.704(c)	2	0	1	2	0	0

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2018
	2013	2014	2015	2016	2017	
Race	16	5	9	7	4	1
Color	0	0	0	0	1	0
Religion	0	0	0	0	0	1
Reprisal	13	3	7	4	5	0
Sex	6	2	3	7	4	1
National Origin	4	0	2	2	3	0
Equal Pay Act	0	0	0	0	0	0
Age	4	6	4	7	4	2
Disability	7	2	8	11	8	2
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					2018
	2013	2014	2015	2016	2017	
Appointment/Hire	1	2	0	1	1	1
Assignment of Duties	2	2	1	0	1	1
Awards	1	1	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	5	0	7	2	5	0
Demotion	1	0	0	0	0	0
Reprimand	3	0	3	0	1	0
Suspension	1	0	2	1	3	0
Removal	0	0	0	1	0	0
Other	0	0	2	0	1	0
Duty Hours	1	0	0	0	0	0
Evaluation Appraisal	2	0	3	2	1	0
Examination/Test	0	0	0	0	0	0
Harassment	12	0	10	7	9	1
Non-Sexual	11	0	10	7	9	1
Sexual	1	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	0	1	0	0	0
Promotion/Non-Selection	7	3	4	0	6	0
Reassignment	0	0	1	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	1	0	0	0
Reasonable Accommodation	1	1	1	5	1	0
Reinstatement	0	0	0	1	0	0
Retirement	0	1	0	0	1	0
Termination	1	2	1	1	1	0
Terms/Conditions of Employment	0	0	0	2	0	0
Time and Attendance	1	0	1	0	2	0
Training	0	0	0	1	0	0
Other	0	0	1	1	2	1

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29 CFR §1614.704(f)													
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..."		Previous Fiscal Year Data										Num.	Ave. Days
		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days		
		2013		2014		2015		2016		2017			
All complaints pending in Investigative Stage	1614.704	9	182.1	3	110.7	6	108.3	9	118.8	6	121.3	7	135.0
All complaints pending in Final Agency Action Stage	(f) (1)	2	224	3	479.7	3	369.0	4	519.8	4	849.0	2	1095.0
All complaints pending in which Hearing was not requested	1614.704	2	224	3	479.7	2	420.5	3	484.7	3	798.3	1	1099.0
Time in Investigation Stage	(f) (2)	2	102.5	3	214.3	2	162.5	3	174.3	3	202.7	1	203.0
Time to issue Final Agency Action		9	79	4	160	4	104	4	63	6	85	1	140
All complaints pending in which a Hearing was requested	1614.704	19	500.6	23	669.1	15	777.5	19	757.7	21	917.2	26	861.5
Time in Investigation Stage	(f) (3)	19	212.2	23	222.7	15	201.9	19	205.7	21	230.9	26	218.6
Time to issue Final Agency Action		1	4	0	0	2	25	2	5	2	5	0	0

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2018
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	4	1	4	7	4	5
Average days pending prior to dismissal	45.25	62	73.25	49.57	55.5	50.4

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2018
	2013	2014	2015	2016	2017	
Total Complaints Withdrawn by Complainants	1	2	2	0	4	0

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2018
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years 704(l)(1)	12	23	16	23	30	39
Total Complainants 704(l)(2)	10	21	15	23	29	36
Investigation	0	0	0	0	0	4
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	12	19	11	14	20	26
Final Agency Action	0	3	1	0	3	2
Appeal with EEOC Office of Federal Operations	0	1	4	4	7	7

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					2018
Complaint Investigations	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Number Pending Completion of Investigation	9	3	6	9	6	7
Pending Investigations Over Required Time Frames	2	1	1	2	1	0