

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
VA-Wide

29 CFR §1614.704(a) - ©	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Number of Complaints Filed in FY 1614.704(a)	2139	2397	2598	2571	2813	660
Number of Complainants 1614.704(b)	2013	2280	2474	2568	2692	658
Repeat Filers 1614.704(c)	115	107	115	92	109	2

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Race	787	891	963	982	992	232
Color	101	114	140	128	139	23
Religion	58	73	88	98	105	17
Reprisal	919	1040	1086	1088	1209	284
Sex	593	699	768	836	806	163
Pregnancy Discrimination Act	0	0	0	0	0	3
National Origin	160	184	207	210	249	58
Equal Pay Act	20	15	24	29	18	7
Age	522	572	667	720	644	148
Disability	635	766	862	902	1095	235
GINA	2	2	4	7	3	1
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					2019
	2014	2015	2016	2017	2018	
Appointment/Hire	63	78	67	70	93	18
Assignment of Duties	132	237	205	236	239	55
Awards	21	13	18	23	8	3
Conversion to Full-time	3	1	1	1	1	1
Disciplinary Action	346	414	419	483	471	123
Demotion	15	14	8	15	19	5
Reprimand	61	68	64	74	123	34
Suspension	89	127	109	122	128	25
Removal	54	42	47	70	92	24
Warning	127	163	191	202	151	46
Duty Hours	50	94	78	68	77	19
Evaluation Appraisal	150	223	256	229	341	47
Examination/Test	1	2	3	1	2	0
Harassment	1163	1409	1511	1634	1685	368
Non-Sexual	1078	1312	1425	1524	1631	358
Sexual	85	97	86	110	112	24
Medical Examination	7	8	4	4	4	4
Pay (Including Overtime)	128	135	142	168	145	34
Promotion/Non-Selection	385	390	442	419	384	89
Reassignment	82	101	122	128	248	52
Denied	13	31	20	22	27	4
Directed	69	70	102	106	227	48
Reasonable Accommodation	240	307	297	301	391	88
Reinstatement	1	0	4	1	0	0
Religious Accommodation	0	0	0	9	10	0
Retirement	26	35	43	39	46	13
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	20	32	8
Termination	161	179	182	166	249	73
Terms/Conditions of Employment	41	47	37	41	60	7
Time and Attendance	194	272	286	299	332	82
Training	60	85	84	74	71	21
Other	277	301	352	363	155	43

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29 CFR §1614.704(f)		Previous Fiscal Year Data										Num.
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..."		Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	20
		2014		2015		2016		2017		2018		
All complaints pending in Investigative Stage	1614.704	634	125.1	938	142.4	1141	161.5	863	139.9	834	149.6	800
All complaints pending in Final Agency Action Stage	(f) (1)	311	478.1	208	665.3	298	728.0	293	610.0	734	647.7	865
All complaints pending in which Hearing was not requested	1614.704											
	(f) (2)	298	468.8	195	654.7	290	719.6	275	568.9	683	574.9	824
Time in Investigation Stage		298	203.3	195	196.4	290	218.2	275	222.6	683	192.6	824
Time to issue Final Agency Action		523	136	659	139	588	115	558	126	449	140	121
All complaints pending in which a Hearing was requested	1614.704											
	(f) (3)	2180	722.4	2387	832.1	2947	866.5	3520	921.8	3911	962.8	3922
Time in Investigation Stage		2180	206.2	2387	204.4	2947	212.5	3520	223.8	3911	211.6	3922
Time to issue Final Agency Action		287	17	266	10	263	6	253	5	453	6	151

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	283	291	369	424	496	124
Average days pending prior to dismissal	58.0	51.9	58.4	48.8	49.9	48.9

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Total Complaints Withdrawn by Complainants	179	143	171	208	208	41

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29 CFR §1614.704(i) <i>Total Final Agency Actions Finding Discrimination</i>	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	31	1	33	100%	35	100%	36	100%	42	100%	20	100%
Without Hearing 704(h)(2)	15	48%	21	64%	19	54%	18	55%	18	43%	7	35%
With Hearing 704(h)(3)	16	52%	12	36%	16	46%	18	45%	24	57%	13	65%

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	31	100%	33	100%	35	100%	36	100%	42	100%	20	100%
Race	7	23%	8	24%	4	11%	6	17%	10	24%	1	5%
Color	1	3%			1	3%			0	0%	0	0%
Religion			1	3%	1	3%	1	3%	1	2%	1	5%
Reprisal	14	45%	15	45%	18	51%	15	42%	11	26%	6	30%
Sex	5	16%	5	15%	9	26%	5	14%	11	26%	2	10%
Pregnancy Discrimination Act											0	0%
National Origin	1	3%	1	3%					1	2%	1	5%
Equal Pay Act									0	0%	0	0%
Age	2	6%	2	6%	3	9%	2	6%	1	2%	0	0%
Disability	12	39%	9	27%	10	29%	13	36%	23	55%	11	55%
Non-EEO												

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	16	100%	12	100%	16	100%	18	100%	24	100%	13	100%
Race	3	19%	6	50%	3	19%	5	28%	9	38%	1	8%
Color	1	6%			1	6%			0	0%		
Religion					1	6%	1	6%	0	0%	1	8%
Reprisal	7	44%	8	67%	12	75%	8	44%	7	29%	5	38%
Sex	3	19%	2	17%	3	19%	1	6%	9	38%	1	8%
Pregnancy Discrimination Act												
National Origin									1	4%		
Equal Pay Act									0	0%		
Age	1	6%	2	17%	3	19%	2	11%	1	4%		
Disability	8	50%	3	25%	4	25%	6	33%	11	46%	7	54%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	31	100%	33	100%	35	100%	36	100%	42	100%	20	100%
Appointment/Hire					2	6%	1	3%				
Assignment of Duties			2	6%	1	3%	2	6%				
Awards	1	3%										
Conversion to Full-time			1	3%								
Disciplinary Action							3	8%				
Demotion			1	3%								
Reprimand			2	6%			1	3%				
Suspension			2	6%	1	3%						
Removal	1	3%					2	6%				
Other			1	3%								
Duty Hours	1	3%	2	6%	1	3%	1	3%				
Evaluation Appraisal	1	3%	7	21%	1	3%	1	3%	1	2%	1	5%
Examination/Test												
Harassment	11	35%	11	33%			7	19%	17	40%	3	15%
Non-Sexual	9	29%	10	30%	11	31%	4	11%	13	31%	2	10%
Sexual	2	6%	2	6%	8	23%	3	8%	4	10%	1	5%
Medical Examination					1	3%						
Pay (Including Overtime)			3	9%	2	6%			1	2%		
Promotion/Non-Selection	3	10%	3	9%	3	9%	6	17%	6	14%	2	10%
Reassignment							3	8%	1	2%	2	10%
Denied			1	3%								
Directed	3	10%	1	3%			3	8%	1	2%	2	10%
Reasonable Accommodation	10	32%	5	15%	6	17%	9	25%	12	29%	9	45%
Reinstatement												
Religious Accommodation									1	2%		
Retirement												
Sex- Stereotyping												
Telework												
Termination	4	13%	2	6%	5	14%	5	14%			3	15%
Terms/Conditions of Employment			2	6%	4	11%	2	6%	1	2%	3	15%
Time and Attendance	1	3%	1	3%	1	3%			1	2%	1	5%
Training			1	3%					1	2%		
Other	6	19%	3	9%	7	20%	4	11%	7	17%	3	15%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data												
	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2019	
		2014		2015		2016		2017		2018			
		#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	16	100%	12	100%	16	100%	18	100%	24	100%	13	100%	
Appointment/Hire					1	6%							
Assignment of Duties			2	17%	1	6%							
Awards	1	6%											
Conversion to Full-time													
Disciplinary Action							2	11%					
Demotion													
Reprimand							1	6%					
Suspension			1	8%	1	6%							
Removal							1	6%					
Other			1	8%									
Duty Hours	1	6%	1	8%	1	6%	1	6%					
Evaluation Appraisal	1	6%	7	58%	1	6%	1	6%	1	4%			
Examination/Test													
Harassment	6	38%	7	58%			4	22%	12	50%	2	15%	
Non-Sexual	6	38%	7	58%	8	50%	3	17%	10	42%	2	15%	
Sexual					3	19%	1	6%	2	8%			
Medical Examination					1	6%							
Pay (Including Overtime)			1	8%	1	6%							
Promotion/Non-Selection	2	13%	2	17%	3	19%	4	22%	5	21%	1	8%	
Reassignment							2	11%	1	4%	1	8%	
Denied													
Directed	1	6%	1	8%	1	6%	2	11%	1	4%	1	8%	
Reasonable Accommodation	6	38%	2	17%	2	13%	3	17%	5	21%	6	46%	
Reinstatement													
Religious Accommodation													
Retirement													
Sex-Stereotyping													
Telework													
Termination	2	13%			3	19%	3	17%			2	15%	
Terms/Conditions of Employment			1	8%	2	13%	2	11%	1	4%	2	15%	
Time and Attendance	1	6%			1	6%			1	4%			
Training			1	8%					1	4%			
Other			1	8%					1	4%	1	8%	

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Other	6	40%	2	10%	7	37%	4	22%	6	33%	2	29%
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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years 704(l)(1)	1930	2429	3106	3647	4332	6072
Total Complainants 704(l)(2)	1696	2106	2691	3146	3734	5174
Number complaints pending: 704(l)(3)						
Investigation	13	11	18	14	8	488
ROI issued, pending Complainant's action	6	13	9	18	18	217
Hearing	1648	1946	2475	2979	3286	3913
Final Agency Action	147	129	206	153	444	864
Appeal with EEOC Office of Federal Operations	116	330	390	480	574	586

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Number Pending Completion of Investigation	634	938	1139	861	833	799
Pending Investigations Over Required Time Frames	37	109	284	80	144	96

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Ave. Days
19
143.7
635.8
582.9
195.5
189.1
981.5
211.0
6.9

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