

**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					2020
	2015	2016	2017	2018	2019	
Number of Complaints Filed in FY 1614.704(a)	2397	2598	2571	2813	2642	752
Number of Complainants 1614.704(b)	2280	2474	2568	2692	2514	749
Repeat Filers 1614.704(c)	107	115	92	109	124	3

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	891	963	982	992	995	254
Color	114	140	128	139	119	28
Religion	73	88	98	105	79	20
Reprisal	1040	1086	1088	1209	1129	330
Sex	699	768	836	806	716	204
Pregnancy Discrimination Act	0	0	0	0	18	5
National Origin	184	207	210	249	238	60
Equal Pay Act	15	24	29	18	23	6
Age	572	667	720	644	632	156
Disability	766	862	902	1095	967	296
GINA	2	4	7	3	6	3
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	78	67	70	93	64	20
Assignment of Duties	237	205	236	239	356	80
Awards	13	18	23	8	18	2
Conversion to Full-time	1	1	1	1	1	0
<b>Disciplinary Action</b>	<b>414</b>	<b>419</b>	<b>483</b>	<b>471</b>	<b>546</b>	<b>126</b>
Demotion	14	8	15	19	27	9
Reprimand	68	64	74	123	127	31
Suspension	127	109	122	128	110	26
Removal	42	47	70	92	126	30
Warning	163	191	202	151	202	39
Duty Hours	94	78	68	77	98	43
Evaluation Appraisal	223	256	229	341	265	92
Examination/Test	2	3	1	2	1	1
<b>Harassment</b>	<b>1409</b>	<b>1511</b>	<b>1634</b>	<b>1685</b>	<b>1559</b>	<b>507</b>
Non-Sexual	1312	1425	1524	1631	1518	493
Sexual	97	86	110	112	88	26
Medical Examination	8	4	4	4	12	2
Pay (Including Overtime)	135	142	168	145	140	39
Promotion/Non-Selection	390	442	419	384	373	113
<b>Reassignment</b>	<b>101</b>	<b>122</b>	<b>128</b>	<b>248</b>	<b>116</b>	<b>75</b>
Denied	31	20	22	27	16	4
Directed	70	102	106	227	100	71
Reasonable Accommodation	307	297	301	391	355	102
Reinstatement	0	4	1	0	1	1
Religious Accommodation	0	0	9	10	6	2
Retirement	35	43	39	46	116	11
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	20	32	36	13
Termination	179	182	166	249	192	70
Terms/Conditions of Employment	47	37	41	60	39	11
Time and Attendance	272	286	299	332	381	115
Training	85	84	74	71	100	26
Other	301	352	363	155	0	43

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<b>29 CFR §1614.704(f)</b>		<b>Previous Fiscal Year Data</b>										<b>Num.</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>Num.</b>	<b>Ave. Days</b>	<b>Num.</b>	<b>Ave.D avs</b>	<b>Num.</b>	<b>Ave.D avs</b>	<b>Num.</b>	<b>Ave.D avs</b>	<b>Num.</b>	<b>Ave.D avs</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	938	142.4	1141	161.5	863	139.9	834	149.6	824	135.9	838
All complaints pending in Final Agency Action Stage	(f) (1)	208	665.3	298	728.0	293	610.0	734	647.7	971	728.9	1043
All complaints pending in which Hearing was not requested	1614.704											
	(f) (2)	195	654.7	290	719.6	275	568.9	683	574.9	894	674.9	974
Time in Investigation Stage		195	196.4	290	218.2	275	222.6	683	192.6	894	190.7	974
Time to issue Final Agency Action		659	139	588	115	558	126	449	140	626	222	86
All complaints pending in which a Hearing was requested	1614.704											
	(f) (3)	2387	832.1	2947	866.5	3520	921.8	3911	962.8	3900	1036.7	3859
Time in Investigation Stage		2387	204.4	2947	212.5	3520	223.8	3911	211.6	3900	206.7	3859
Time to issue Final Agency Action		266	10	263	6	253	5	453	6	690	8	191

<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	291	369	424	496	574	163
Average days pending prior to dismissal	51.9	58.4	48.8	49.9	46.7	35.5

<b>29 CFR §1614.704(h)</b>	<b>29 CFR §1614.705 Comparative Data</b>					<b>2020</b>
<b>Complaints Withdrawn by Complainants</b>	<b>Previous Fiscal Year Data</b>					
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	
Total Complaints Withdrawn by Complainants	143	171	208	208	174	35

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2020	
	2015		2016		2017		2018		2019			
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	33	1	35	100%	36	100%	33	100%	56	100%	25	100%
Without Hearing 704(h)(2)	21	64%	19	54%	18	55%	18	55%	29	52%	8	32%
With Hearing 704(h)(3)	12	36%	16	46%	18	45%	15	45%	27	48%	17	68%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2020	
	2015		2016		2017		2018		2019			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	33	100%	35	100%	36	100%	33	100%	56	100%	25	100%
Race	8	24%	4	11%	6	17%	9	27%	6	11%	6	24%
Color			1	3%			0	0%	0	0%		
Religion	1	3%	1	3%	1	3%	1	3%	3	5%	1	4%
Reprisal	15	45%	18	51%	15	42%	6	18%	17	30%	10	40%
Sex	5	15%	9	26%	5	14%	10	30%	12	21%	5	20%
Pregnancy Discrimination Act									0	0		
National Origin	1	3%					1	3%	2	0.036	1	4%
Equal Pay Act							0	0%	0	0%		
Age	2	6%	3	9%	2	6%	1	3%	1	2%	2	8%
Disability	9	27%	10	29%	13	36%	18	55%	25	45%	9	36%
GINA											1	4%
Non-EEO												

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2020	
	2015		2016		2017		2018		2019			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
<b>Number Findings Rendered After Hearing 704(j)(3)</b>	12	100%	16	100%	18	100%	15	100%	27	100%	17	100%
Race	6	50%	3	19%	5	28%	8	53%	2	7%	6	35%
Color			1	6%			0	0%				
Religion			1	6%	1	6%	0	0%	3	11%		
Reprisal	8	67%	12	75%	8	44%	4	27%	9	33%	9	53%
Sex	2	17%	3	19%	1	6%	6	40%	7	26%	4	24%
Pregnancy Discrimination Act												
National Origin							1	7%				
Equal Pay Act							0	0%				
Age	2	17%	3	19%	2	11%	1	7%	1	4%	2	12%
Disability	3	25%	4	25%	6	33%	7	47%	11	41%	5	29%





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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										2020	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>	33	100%	35	100%	36	100%	33	100%	56	100%	25	100%	
Appointment/Hire			2	6%	1	3%					1	4%	
Assignment of Duties	2	6%	1	3%	2	6%			1	2%	1	4%	
Awards													
Conversion to Full-time	1	3%											
Disciplinary Action					3	8%			1	2%	3	12%	
Demotion	1	3%											
Reprimand	2	6%			1	3%							
Suspension	2	6%	1	3%							1	4%	
Removal					2	6%			1	2%			
Other	1	3%									3	12%	
Duty Hours	2	6%	1	3%	1	3%							
Evaluation Appraisal	7	21%	1	3%	1	3%			3	5%	3	12%	
Examination/Test													
Harassment	11	33%			7	19%	14	42%	17	30%	8	32%	
Non-Sexual	10	30%	11	31%	4	11%	12	36%	13	23%	7	28%	
Sexual	2	6%	8	23%	3	8%	2	6%	6	11%	1	4%	
Medical Examination			1	3%									
Pay (Including Overtime)	3	9%	2	6%			1	3%	2	4%			
Promotion/Non-Selection	3	9%	3	9%	6	17%	5	15%	5	9%	7	28%	
Reassignment					3	8%	1	3%	4	7%	4	16%	
Denied	1	3%									2	8%	
Directed	1	3%			3	8%	1	3%	4	7%	3	12%	
Reasonable Accommodation	5	15%	6	17%	9	25%	9	27%	15	27%	4	16%	
Reinstatement													
Religious Accommodation							1	3%					
Retirement													
Sex- Stereotyping													
Telework													
Termination	2	6%	5	14%	5	14%	1	3%	3	5%	1	4%	
Terms/Conditions of Employment	2	6%	4	11%	2	6%			3	5%	1	4%	
Time and Attendance	1	3%	1	3%			1	3%	3	5%			
Training	1	3%											
Other	3	9%	7	20%	4	11%	8	24%	14	25%	5	20%	

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29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2020	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing 704(k)(3)</b>	12	100%	16	100%	18	100%	15	100%	27	100%	17	100%
Appointment/Hire			1	6%							1	6%
Assignment of Duties	2	17%	1	6%							1	6%
Awards												
Conversion to Full-time												
Disciplinary Action					2	11%					3	18%
Demotion												
Reprimand					1	6%						
Suspension	1	8%	1	6%							1	6%
Removal					1	6%						
Other	1	8%									3	18%
Duty Hours	1	8%	1	6%	1	6%						
Evaluation Appraisal	7	58%	1	6%	1	6%					3	18%
Examination/Test												
Harassment	7	58%			4	22%	10	67%	9	33%	7	41%
Non-Sexual	7	58%	8	50%	3	17%	9	60%	7	26%	7	41%
Sexual			3	19%	1	6%	1	7%	2	7%		
Medical Examination			1	6%								
Pay (Including Overtime)	1	8%	1	6%					2	7%		
Promotion/Non-Selection	2	17%	3	19%	4	22%	4	27%	3	11%	6	35%
Reassignment					2	11%	1	7%	1	4%	4	24%
Denied											2	12%
Directed	1	8%	1	6%	2	11%	1	7%	1	4%	3	18%
Reasonable Accommodation	2	17%	2	13%	3	17%	2	13%	4	15%		
Reinstatement												
Religious Accommodation												
Retirement												
Sex-Stereotyping												
Telework												
Termination			3	19%	3	17%	1	7%	2	7%		
Terms/Conditions of Employment	1	8%	2	13%	2	11%			2	7%	1	6%
Time and Attendance			1	6%					1	4%		
Training	1	8%										
Other	1	8%					2	13%	6	22%	4	24%





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Other	2	10%	7	37%	4	22%	6	33%	8	28%	1	13%
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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					2020
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years 704(l)(1)	2429	3106	3647	4332	4562	6190
Total Complainants 704(l)(2)	2106	2691	3146	3734	3955	5292
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	11	18	14	8	24	414
ROI issued, pending Complainant's action	13	9	18	18	11	199
Hearing	1946	2475	2979	3286	3236	3851
Final Agency Action	129	206	153	444	714	1038
Appeal with EEOC Office of Federal Operations	330	390	480	574	576	687

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	
Number Pending Completion of Investigation	938	1139	861	833	819	834
Pending Investigations Over Required Time Frames	109	284	80	144	97	79

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<b>Ave. Days</b>
<b>20</b>
137.1
736.2
690.6
187.6
<b>262</b>
1066.4
204.7
<b>9</b>

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