

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					2017
	2012	2013	2014	2015	2016	
Number of Complaints Filed in FY 1614.704(a)	2347	2047	2139	2397	2598	1860
Number of Complainants 1614.704(b)	2165	1934	2013	2280	2474	1801
Repeat Filers 1614.704(c)	154	99	115	107	115	53

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Race	873	721	787	891	963	730
Color	71	55	101	114	140	102
Religion	83	73	58	73	88	76
Reprisal	923	865	919	1040	1086	799
Sex	607	530	593	699	768	635
National Origin	207	166	160	184	207	160
Equal Pay Act	9	11	20	15	24	23
Age	578	494	522	572	667	533
Disability	666	586	635	766	862	636
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					2017
	2012	2013	2014	2015	2016	
Appointment/Hire	115	66	63	78	67	52
Assignment of Duties	128	101	132	237	205	180
Awards	20	18	21	13	18	18
Conversion to Full-time	1	0	3	1	1	1
Disciplinary Action	410	305	346	414	419	326
Demotion	23	15	15	14	8	7
Reprimand	59	58	61	68	64	52
Suspension	121	101	89	127	109	84
Removal	66	43	54	42	47	40
Other	141	88	127	163	191	143
Duty Hours	53	49	50	94	78	47
Evaluation Appraisal	182	161	150	223	256	194
Examination/Test	1	0	1	2	3	1
Harassment	1175	1058	1163	1409	1511	1185
Non-Sexual	1111	984	1078	1312	1425	1096
Sexual	64	74	85	97	86	89
Medical Examination	9	7	7	8	4	3
Pay (Including Overtime)	75	100	128	135	142	128
Promotion/Non-Selection	423	343	385	390	442	309
Reassignment	80	77	82	101	122	97
Denied			13	31	20	17
Directed			69	70	102	80
Reasonable Accommodation	170	186	240	307	297	217
Reinstatement	0	0	1	0	4	1
Religious Accommodation	0	0	0	0	0	5
Retirement	24	22	26	35	43	20
Telework	0	0	0	0	0	13
Termination	174	130	161	179	182	115
Terms/Conditions of Employment	8	33	41	47	37	27
Time and Attendance	170	153	194	272	286	226
Training	72	49	60	85	84	61
Other	317	237	277	301	352	283

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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	
	Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays			2017
	2012		2013		2014		2015		2016				
	All complaints pending in Investigative Stage	1614.704	751	124.6	818	158.2	634	125.1	938	142.4	1141	161.5	954
All complaints pending in Final Agency Action Stage	(f) (1)	290	511.6	213	535.3	311	478.1	208	665.3	298	728.0	287	587.3
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	276	494.7	197	507.0	298	468.8	195	654.7	290	719.6	269	547.6
Time in Investigation Stage		276	168.3	197	207.2	298	203.3	195	196.4	290	218.2	269	222.1
Time to issue Final Agency Action		527	*181	515	125	523	136	659	139	588	115	487	121
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1521	622.2	1683	714.7	2180	722.4	2387	832.1	2947	866.5	3368	907.9
Time in Investigation Stage		1521	183.2	1683	201.8	2180	206.2	2387	204.4	2947	212.5	3368	223.4
Time to issue Final Agency Action		399	13	320	14	287	17	266	10	263	6	192	5

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	423	345	283	291	369	292
Average days pending prior to dismissal	57.3	61.4	58.0	51.9	58.4	45.3

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Total Complaints Withdrawn by Complainants	222	62	179	143	171	149

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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										2017	
		2012		2013		2014		2015		2016			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	41	100%	36	100%	31	100%	33	100%	35	100%	26	100%	
Appointment/Hire	2	5%	1	3%					2	6%			
Assignment of Duties	1	2%	1	3%			2	6%	1	3%	1	4%	
Awards	1	2%			1	3%							
Conversion to Full-time							1	3%					
Disciplinary Action			2	6%							1	4%	
Demotion							1	3%					
Reprimand	1	2%					2	6%					
Suspension			1	3%			2	6%	1	3%			
Removal	1	2%	1	3%	1	3%					1	4%	
Other	1	2%					1	3%					
Duty Hours			1	3%	1	3%	2	6%	1	3%			
Evaluation Appraisal	2	5%	1	3%	1	3%	7	21%	1	3%	2	8%	
Examination/Test													
Harassment			12	33%	11	35%	11	33%			6	23%	
Non-Sexual	6	15%	6	17%	9	29%	10	30%	11	31%	4	15%	
Sexual	4	10%	6	17%	2	6%	2	6%	8	23%	2	8%	
Medical Examination	1	2%							1	3%			
Pay (Including Overtime)			2	6%			3	9%	2	6%			
Promotion/Non-Selection	8	20%	3	8%	3	10%	3	9%	3	9%	4	15%	
Reassignment			1	3%							1	4%	
Denied			1	3%			1	3%					
Directed	2	5%			3	10%	1	3%			1	4%	
Reasonable Accommodation	10	24%	10	28%	10	32%	5	15%	6	17%	6	23%	
Reinstatement													
Retirement													
Termination	2	5%	4	11%	4	13%	2	6%	5	14%	4	15%	
Terms/Conditions of Employment							2	6%	4	11%	2	8%	
Time and Attendance	2	5%			1	3%	1	3%	1	3%			
Training							1	3%					
Other	7	17%	4	11%	6	19%	3	9%	7	20%	4	15%	

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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										2017	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	26	63%	36	100%	16	100%	12	100%	16	100%	12	100%
Appointment/Hire			1	100%					1	6%		
Assignment of Duties	1	100%					2	17%	1	6%		
Awards	1	100%			1	6%						
Conversion to Full-time												
Disciplinary Action			2	100%							1	8%
Demotion												
Reprimand	1	100%										
Suspension			1	100%			1	8%	1	6%		
Removal	1	100%	1	100%							1	8%
Other							1	8%				
Duty Hours			1	100%	1	6%	1	8%	1	6%		
Evaluation Appraisal	2	100%			1	6%	7	58%	1	6%	1	8%
Examination/Test												
Harassment			5	42%	6	38%	7	58%			4	33%
Non-Sexual	5	83%	2	33%	6	38%	7	58%	8	50%	3	25%
Sexual	2	50%	3	50%					3	19%	1	8%
Medical Examination	1	100%							1	6%		
Pay (Including Overtime)			2	100%			1	8%	1	6%		
Promotion/Non-Selection	6	75%	3	100%	2	13%	2	17%	3	19%	3	25%
Reassignment											1	8%
Denied												
Directed	1	50%			1	6%	1	8%	1	6%	1	8%
Reasonable Accommodation	4	40%	2	20%	6	38%	2	17%	2	13%	2	17%
Reinstatement												
Retirement												
Termination	1	50%	3	75%	2	13%			3	19%	3	25%
Terms/Conditions of Employment							1	8%	2	13%	2	17%
Time and Attendance	2	100%			1	6%			1	6%		
Training							1	8%				
Other	4	57%	1	25%			1	8%				

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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										2017	
		2012		2013		2014		2015		2016			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	41	100%	36	100%	31	100%	33	100%	35	100%	26	100%	
Findings Without Hearing 704(k)(2)	15	37%	20	56%	15	100%	21	100%	19	100%	14	54%	
Appointment/Hire	2	100%							1	5%			
Assignment of Duties			1	100%							1	7%	
Awards													
Conversion to Full-time							1	5%					
Disciplinary Action											1	7%	
Demotion							1	5%					
Reprimand							2	10%					
Suspension							1	5%					
Removal					1	7%					1	7%	
Other	1	100%											
Duty Hours							1	5%					
Evaluation Appraisal			1	100%							1	7%	
Examination/Test													
Harassment			7	58%			6	29%			3	21%	
Non-Sexual	1	17%	4	67%	4	27%	4	19%	3	16%	1	7%	
Sexual	2	50%	3	50%	2	13%	2	10%	5	26%	2	14%	
Medical Examination													
Pay (Including Overtime)							2	10%	1	5%			
Promotion/Non-Selection	2	25%			1	7%	1	5%			1	7%	
Reassignment			1	100%							1	7%	
Denied							1	5%					
Directed	1	50%	1	100%	2	13%			2	11%	1	7%	
Reasonable Accommodation	6	60%	8	80%	4	27%	3	14%	4	21%	4	29%	
Reinstatement													
Retirement													
Termination	1	50%	1	25%	2	13%	2	10%	2	11%	1	7%	
Terms/Conditions of Employment							1	5%	2	11%			
Time and Attendance							1	5%					
Training													
Other	3	43%	3	75%	6	40%	2	10%	7	37%	4	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					2017
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years 704(l)(1)	1325	1590	1930	2429	3106	3938
Total Complainants 704(l)(2)	113	1403	1696	2106	2691	3395
Number complaints pending: 704(l)(3)						
Investigation	7	3	13	11	18	34
ROI issued, pending Complainant's action	9	6	6	13	9	42
Hearing	1056	1353	1648	1946	2475	3176
Final Agency Action	134	111	147	129	206	212
Appeal with EEOC Office of Federal Operations	119	116	116	330	390	471

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Number Pending Completion of Investigation	750	817	634	938	1139	952
Pending Investigations Over Required Time Frames	45	180	37	109	284	158