

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	1931
Number of Complainants 1614.704(b)	2013	2280	2474	2568	2692	1865
Repeat Filers 1614.704(c)	115	107	115	92	109	60

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	710
Color	101	114	140	128	139	84
Religion	58	73	88	98	105	58
Reprisal	919	1040	1086	1088	1209	837
Sex	593	699	768	836	806	512
Pregnancy Discrimination Act	0	0	0	0	0	13
National Origin	160	184	207	210	249	167
Equal Pay Act	20	15	24	29	18	18
Age	522	572	667	720	644	453
Disability	635	766	862	902	1095	714
GINA	2	2	4	7	3	5
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	44
Assignment of Duties	132	237	205	236	239	175
Awards	21	13	18	23	8	15
Conversion to Full-time	3	1	1	1	1	1
Disciplinary Action	346	414	419	483	471	387
Demotion	15	14	8	15	19	14
Reprimand	61	68	64	74	123	90
Suspension	89	127	109	122	128	78
Removal	54	42	47	70	92	87
Warning	127	163	191	202	151	148
Duty Hours	50	94	78	68	77	65
Evaluation Appraisal	150	223	256	229	341	233
Examination/Test	1	2	3	1	2	1
Harassment	1163	1409	1511	1634	1685	1150
Non-Sexual	1078	1312	1425	1524	1631	1118
Sexual	85	97	86	110	112	66
Medical Examination	7	8	4	4	4	9
Pay (Including Overtime)	128	135	142	168	145	95
Promotion/Non-Selection	385	390	442	419	384	275
Reassignment	82	101	122	128	248	183
Denied	13	31	20	22	27	16
Directed	69	70	102	106	227	167
Reasonable Accommodation	240	307	297	301	391	273
Reinstatement	1	0	4	1	0	1
Religious Accommodation	0	0	0	9	10	4
Retirement	26	35	43	39	46	33
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	20	32	23
Termination	161	179	182	166	249	195
Terms/Conditions of Employment	41	47	37	41	60	28
Time and Attendance	194	272	286	299	332	274
Training	60	85	84	74	71	73
Other	277	301	352	363	155	113

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29 CFR §1614.704(f)		Previous Fiscal Year Data										Num.	Ave. Days
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	2019	
		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	765	133.7
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	867	690.4
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	803	636.4
Time in Investigation Stage		298	203.3	195	196.4	290	218.2	275	222.6	683	192.6	803	194.4
Time to issue Final Agency Action		523	136	659	139	588	115	558	126	449	140	481	220
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	3902	1012.5
Time in Investigation Stage		2180	206.2	2387	204.4	2947	212.5	3520	223.8	3911	211.6	3902	208.5
Time to issue Final Agency Action		287	17	266	10	263	6	253	5	453	6	463	10

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	402
Average days pending prior to dismissal	58.0	51.9	58.4	48.8	49.9	50.0

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	134

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	31	1	33	100%	35	100%	36	100%	33	100%	46	100%
Without Hearing 704(h)(2)	15	48%	21	64%	19	54%	18	55%	18	55%	22	48%
With Hearing 704(h)(3)	16	52%	12	36%	16	46%	18	45%	15	45%	24	52%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	31	100%	33	100%	35	100%	36	100%	33	100%	46	100%
Race	7	23%	8	24%	4	11%	6	17%	9	27%	6	13%
Color	1	3%			1	3%			0	0%	0	0%
Religion			1	3%	1	3%	1	3%	1	3%	3	7%
Reprisal	14	45%	15	45%	18	51%	15	42%	6	18%	11	24%
Sex	5	16%	5	15%	9	26%	5	14%	10	30%	8	17%
Pregnancy Discrimination Act											0	0%
National Origin	1	3%	1	3%					1	0.03	2	4%
Equal Pay Act									0	0%	0	0%
Age	2	6%	2	6%	3	9%	2	6%	1	3%	1	2%
Disability	12	39%	9	27%	10	29%	13	36%	18	55%	19	41%
Non-EEO												

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	16	100%	12	100%	16	100%	18	100%	15	100%	24	100%
Race	3	19%	6	50%	3	19%	5	28%	8	53%	2	8%
Color	1	6%			1	6%			0	0%		
Religion					1	6%	1	6%	0	0%	3	13%
Reprisal	7	44%	8	67%	12	75%	8	44%	4	27%	6	25%
Sex	3	19%	2	17%	3	19%	1	6%	6	40%	5	21%
Pregnancy Discrimination Act												
National Origin									1	7%		
Equal Pay Act									0	0%		
Age	1	6%	2	17%	3	19%	2	11%	1	7%	1	4%
Disability	8	50%	3	25%	4	25%	6	33%	7	47%	9	38%

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Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	31	100%	33	100%	35	100%	36	100%	33	100%	46	100%
Appointment/Hire					2	6%	1	3%				
Assignment of Duties			2	6%	1	3%	2	6%			1	2%
Awards	1	3%										
Conversion to Full-time			1	3%								
Disciplinary Action							3	8%			1	2%
Demotion			1	3%								
Reprimand			2	6%			1	3%				
Suspension			2	6%	1	3%						
Removal	1	3%					2	6%			1	2%
Other			1	3%								
Duty Hours	1	3%	2	6%	1	3%	1	3%				
Evaluation Appraisal	1	3%	7	21%	1	3%	1	3%			3	7%
Examination/Test												
Harassment	11	35%	11	33%			7	19%	14	42%	14	30%
Non-Sexual	9	29%	10	30%	11	31%	4	11%	12	36%	10	22%
Sexual	2	6%	2	6%	8	23%	3	8%	2	6%	5	11%
Medical Examination					1	3%						
Pay (Including Overtime)			3	9%	2	6%			1	3%		
Promotion/Non-Selection	3	10%	3	9%	3	9%	6	17%	5	15%	6	13%
Reassignment							3	8%	1	3%	4	9%
Denied			1	3%								
Directed	3	10%	1	3%			3	8%	1	3%	4	9%
Reasonable Accommodation	10	32%	5	15%	6	17%	9	25%	9	27%	15	33%
Reinstatement												
Religious Accommodation									1	3%		
Retirement												
Sex- Stereotyping												
Telework												
Termination	4	13%	2	6%	5	14%	5	14%	1	3%	3	7%
Terms/Conditions of Employment			2	6%	4	11%	2	6%			3	7%
Time and Attendance	1	3%	1	3%	1	3%			1	3%	1	2%
Training			1	3%								
Other	6	19%	3	9%	7	20%	4	11%	8	24%	7	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										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	16	100%	12	100%	16	100%	18	100%	15	100%	24	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%				
Examination/Test												
Harassment	6	38%	7	58%			4	22%	10	67%	8	33%
Non-Sexual	6	38%	7	58%	8	50%	3	17%	9	60%	6	25%
Sexual					3	19%	1	6%	1	7%	2	8%
Medical Examination					1	6%						
Pay (Including Overtime)			1	8%	1	6%						
Promotion/Non-Selection	2	13%	2	17%	3	19%	4	22%	4	27%	4	17%
Reassignment							2	11%	1	7%	1	4%
Denied												
Directed	1	6%	1	8%	1	6%	2	11%	1	7%	1	4%
Reasonable Accommodation	6	38%	2	17%	2	13%	3	17%	2	13%	7	29%
Reinstatement												
Religious Accommodation												
Retirement												
Sex-Stereotyping												
Telework												
Termination	2	13%			3	19%	3	17%	1	7%	2	8%
Terms/Conditions of Employment			1	8%	2	13%	2	11%			2	8%
Time and Attendance	1	6%			1	6%						
Training			1	8%								
Other			1	8%					2	13%	3	13%

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Other	6	40%	2	10%	7	37%	4	22%	6	33%	4	18%
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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	4981
Total Complainants 704(l)(2)	1696	2106	2691	3146	3734	4308
Number complaints pending: 704(l)(3)						
Investigation	13	11	18	14	8	38
ROI issued, pending Complainant's action	6	13	9	18	18	45
Hearing	1648	1946	2475	2979	3286	3594
Final Agency Action	147	129	206	153	444	737
Appeal with EEOC Office of Federal Operations	116	330	390	480	574	566

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	763
Pending Investigations Over Required Time Frames	37	109	284	80	144	93