

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Internal Complaint Activity**  
**Veterans Benefits Administration**

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					2019
Complaint Activity	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Number of Complaints Filed in FY 1614.704(a)	171	144	171	197	194	30
Number of Complainants 1614.704(b)	161	134	161	187	184	30
Repeat Filers 1614.704(c)	10	10	11	10	9	0

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					2019
Complaints by Basis	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Race	56	47	60	76	56	11
Color	5	6	8	7	5	1
Religion	3	1	5	5	7	0
Reprisal	74	74	70	79	90	12
Sex	50	37	52	58	52	10
Pregnancy Discrimination Act	0	0	0	0	0	0
National Origin	10	5	8	4	9	3
Equal Pay Act	0	0	1	1	1	0
Age	44	46	47	43	46	6
Disability	98	69	79	116	109	12
GINA	0	1	1	0	0	0
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)  Complaints by Issue	29 CFR §1614.705 Comparative Data					2019
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Appointment/Hire	3	4	2	6	6	0
Assignment of Duties	11	11	9	11	10	4
Awards	0	1	1	4	1	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>	<b>30</b>	<b>29</b>	<b>30</b>	<b>35</b>	<b>39</b>	<b>4</b>
Demotion	1	0	1	0	1	0
Reprimand	5	8	4	5	8	3
Suspension	8	8	13	9	4	1
Removal	2	1	2	6	9	0
Warning	14	12	10	15	19	1
Duty Hours	1	2	4	0	1	0
Evaluation Appraisal	6	8	12	11	15	3
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>	<b>88</b>	<b>73</b>	<b>87</b>	<b>104</b>	<b>114</b>	<b>18</b>
Non-Sexual	80	67	80	99	111	18
Sexual	8	6	7	5	10	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	2	4	11	4	2
Promotion/Non-Selection	38	37	42	26	26	2
<b>Reassignment</b>	<b>6</b>	<b>5</b>	<b>10</b>	<b>7</b>	<b>15</b>	<b>4</b>
Denied	1	3	1	2	2	1
Directed	5	2	9	5	13	3
Reasonable Accommodation	53	34	42	53	41	9
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	5	2	2	4	3	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	4	5	1
Termination	16	6	9	12	20	4
Terms/Conditions of Employment	5	0	4	4	6	0
Time and Attendance	19	11	12	21	16	3
Training	4	5	5	10	5	0
Other	30	16	24	43	12	0

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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..."		29 CFR §1614.704(f)										Num.	Ave. Days
		Previous Fiscal Year Data											
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days		
		2014		2015		2016		2017		2018			
All complaints pending in Investigative Stage	1614.704	51	130	48	132.6	57	135.0	63	131.0	60	143.0	48	135.6
All complaints pending in Final Agency Action Stage	(f) (1)	28	441	15	871.4	23	884.1	26	574.3	64	626.5	71	637.3
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	28	441	13	866.7	23	884.1	23	525.3	61	548.4	68	564.1
Time in Investigation Stage		28	197	13	221.9	23	250.0	23	216.2	61	194.4	68	201.6
Time to issue Final Agency Action		29	140	34	136	35	143	34	117	43	129	43	128.8
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	132	661	171	779.6	191	805.6	220	863.7	242	898.8	245	935.6
Time in Investigation Stage		132	206	171	209.3	191	214.2	220	216.0	242	203.7	245	203.3
Time to issue Final Agency Action		24	15	16	11	17	5	20	7	26	4	26	3.8

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					2019
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	24	18	31	32	45	4
Average days pending prior to dismissal	58.92	42.1	64.0	40.0	46.4	37.0

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2019
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total Complaints Withdrawn by Complainants	11	7	24	18	14	3







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Other			1	33%					1	50%		
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29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2019	
	Previous Fiscal Year Data											
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings Without Hearing - 704(k)(2)</b>	1	100%	1	100%	2	100%	0	0%	1	100%	1	100%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual					1	50%						
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection											1	100%
Reassignment												
Denied												
Directed												
Reasonable Accommodation	1	100%	1	100%	1	50%					1	100%
Reinstatement												
Religious Accommodation												
Retirement												
Sex Stereotyping												
Telework												
Termination					1	50%					1	100%
Terms/Conditions of Employment											1	100%
Time and Attendance											1	100%
Training												
Other									1	100%		



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Training													
Other			1	50%									

29 CFR §1614.704(l)  Complaints Pending From Previous Fiscal Years by Status	29 CFR §1614.705 Comparative Data					2019
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years 704(l)(1)	109	187	210	227	289	409
Total Complainants 704(l)(2)	103	167	184	199	256	361
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	1	0	0	0	0	28
ROI issued, pending Complainant's action	0	3	1	1	2	19
Hearing	91	145	152	169	200	244
Final Agency Action	12	12	20	14	38	71
Appeal with EEOC Office of Federal Operations	5	27	34	43	49	47
*Do not track						

29 CFR §1614.704(m)  Complaint Investigations	29 CFR §1614.705 Comparative Data					2019
	Previous Fiscal Year Data					
	2014	2015	2016	2017	2018	
Number Pending Completion of Investigation	61	48	57	63	60	48
Pending Investigations Over Required Time Frames	1	5	14	7	6	7