

**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					2020
Complaint Activity	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Number of Complaints Filed in FY 1614.704(a)	144	171	197	194	159	44
Number of Complainants 1614.704(b)	134	161	187	184	151	44
Repeat Filers 1614.704(c)	10	11	10	9	10	0

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					2020
Complaints by Basis	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Race	47	60	76	56	62	16
Color	6	8	7	5	6	1
Religion	1	5	5	7	3	1
Reprisal	74	70	79	90	62	19
Sex	37	52	58	52	53	14
Pregnancy Discrimination Act	0	0	0	0	0	0
National Origin	5	8	4	9	8	5
Equal Pay Act	0	1	1	1	0	0
Age	46	47	43	46	44	12
Disability	69	79	116	109	80	26
GINA	1	1	0	0	1	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					2020
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Appointment/Hire	4	2	6	6	4	3
Assignment of Duties	11	9	11	10	16	2
Awards	1	1	4	1	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>	<b>29</b>	<b>30</b>	<b>35</b>	<b>39</b>	<b>40</b>	<b>8</b>
Demotion	0	1	0	1	4	1
Reprimand	8	4	5	8	9	1
Suspension	8	13	9	4	8	0
Removal	1	2	6	9	14	4
Warning	12	10	15	19	11	3
Duty Hours	2	4	0	1	0	2
Evaluation Appraisal	8	12	11	15	18	3
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>	<b>73</b>	<b>87</b>	<b>104</b>	<b>114</b>	<b>84</b>	<b>24</b>
Non-Sexual	67	80	99	111	83	23
Sexual	6	7	5	10	2	2
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	2	4	11	4	6	1
Promotion/Non-Selection	37	42	26	26	21	8
<b>Reassignment</b>	<b>5</b>	<b>10</b>	<b>7</b>	<b>15</b>	<b>11</b>	<b>0</b>
Denied	3	1	2	2	3	0
Directed	2	9	5	13	8	0
Reasonable Accommodation	34	42	53	41	38	12
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	2	2	4	3	6	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	4	5	6	3
Termination	6	9	12	20	8	5
Terms/Conditions of Employment	0	4	4	6	0	1
Time and Attendance	11	12	21	16	15	6
Training	5	5	10	5	10	1
Other	16	24	43	12	0	1

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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		
		2015		2016		2017		2018		2019			
All complaints pending in Investigative Stage	1614.704	48	133	57	135.0	63	131.0	60	143.0	45	120.9	41	118.5
All complaints pending in Final Agency Action Stage	(f) (1)	15	871	23	884.1	26	574.3	64	626.5	72	740.7	72	722.7
All complaints pending in which Hearing was not requested	1614.704												
Time in Investigation Stage	(f) (2)	13	867	23	884.1	23	525.3	61	548.4	66	646.7	65	615.8
Time to issue Final Agency Action		13	222	23	250.0	23	216.2	61	194.4	66	187.6	65	177.6
		34	136	35	143	34	117	43	129	67	244	9	325
All complaints pending in which a Hearing was requested	1614.704												
Time in Investigation Stage	(f) (3)	171	780	191	805.6	220	863.7	242	898.8	244	1017.0	234	1082.8
Time to issue Final Agency Action		171	209	191	214.2	220	216.0	242	203.7	244	201.9	234	201.2
		16	11	17	5	20	7	26	4	48	6	14	4

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					2020
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	18	31	32	45	38	15
Average days pending prior to dismissal	42.11	64.0	40.0	46.4	63.3	27.8

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2020
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total Complaints Withdrawn by Complainants	7	24	18	14	10	5







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Other	1	33%					1	100%	1	20%		
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29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2020	
	Previous Fiscal Year Data											
	2015		2016		2017		2018		2019		#	%
	#	%	#	%	#	%	#	%	#	%		
<b>Total Number Findings Without Hearing - 704(k)(2)</b>	1	100%	2	100%	0	0%	1	100%	2	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	50%		
Reassignment												
Denied												
Directed												
Reasonable Accommodation	1	100%	1	50%					2	100%	1	100%
Reinstatement												
Religious Accommodation												
Retirement												
Sex Stereotyping												
Telework												
Termination			1	50%					1	50%		
Terms/Conditions of Employment									1	50%		
Time and Attendance									1	50%		
Training												
Other							1	100%	1	50%		



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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					2020
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years 704(l)(1)	187	210	227	289	308	397
Total Complainants 704(l)(2)	167	184	199	256	272	346
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	0	0	0	0	1	17
ROI issued, pending Complainant's action	3	1	1	2	2	14
Hearing	145	152	169	200	199	234
Final Agency Action	12	20	14	38	56	71
Appeal with EEOC Office of Federal Operations	27	34	43	49	50	61
*Do not track						

29 CFR §1614.704(m)  Complaint Investigations	29 CFR §1614.705 Comparative Data					2020
	Previous Fiscal Year Data					
	2015	2016	2017	2018	2019	
Number Pending Completion of Investigation	48	57	63	60	44	41
Pending Investigations Over Required Time Frames	5	14	7	6	5	3