

**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					2017
Complaint Activity	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Number of Complaints Filed in FY 1614.704(a)	155	137	171	144	171	144
Number of Complainants 1614.704(b)	148	130	161	134	161	138
Repeat Filers 1614.704(c)	10	7	10	10	11	11

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					2017
Complaints by Basis	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Race	57	43	56	47	60	58
Color	2	5	5	6	8	4
Religion	2	3	3	1	5	4
Reprisal	60	47	74	74	70	58
Sex	36	34	50	37	52	42
National Origin	5	9	10	5	8	3
Equal Pay Act	0	0	0	0	1	1
Age	43	29	44	46	47	35
Disability	71	72	98	69	79	84
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					2017
	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Appointment/Hire	2	7	3	4	2	4
Assignment of Duties	4	9	11	11	9	8
Awards	1	2	0	1	1	3
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>	<b>20</b>	<b>26</b>	<b>30</b>	<b>29</b>	<b>30</b>	<b>21</b>
Demotion	2	2	1	0	1	0
Reprimand	2	5	5	8	4	3
Suspension	1	10	8	8	13	4
Removal	5	3	2	1	2	3
Other	10	6	14	12	10	11
Duty Hours	4	1	1	2	4	0
Evaluation Appraisal	8	6	6	8	12	9
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>	<b>73</b>	<b>62</b>	<b>88</b>	<b>73</b>	<b>87</b>	<b>73</b>
Non-Sexual	66	59	80	67	80	72
Sexual	7	3	8	6	7	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	7	7	1	2	4	9
Promotion/Non-Selection	39	22	38	37	42	21
<b>Reassignment</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>5</b>	<b>10</b>	<b>6</b>
Denied			1	3	1	2
Directed			5	2	9	4
Reasonable Accommodation	24	37	53	34	42	36
Reinstatement	0	0	0	0	0	0
Retirement	2	0	5	2	2	0
Telework	0	0	0	0	0	4
Termination	12	9	16	6	9	9
Terms/Conditions of Employment	3	4	5	0	4	4
Time and Attendance	9	11	19	11	12	15
Training	8	3	4	5	5	10
Other	19	22	30	16	24	36

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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	2017	
		2012	2013	2014	2015	2016							
All complaints pending in Investigative Stage	1614.704	44	127	54	171.9	51	130.2	48	132.6	57	135.0	58	138.8
All complaints pending in Final Agency Action Stage	(f) (1)	28	522	16	599.6	28	441.0	15	871.4	23	884.1	13	405.9
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	26	508	13	466.4	28	441.0	13	866.7	23	884.1	13	405.9
Time in Investigation Stage		26	169	13	199.3	28	196.5	13	221.9	23	250.0	13	209.9
Time to issue Final Agency Action		35	*187	37	145	29	140	34	136	35	143	27	121
All complaints pending in which a Hearing was requested	1614.704	111	597	96	731.2	132	661.1	171	779.6	191	805.6	214	874.3
Time in Investigation Stage	(f) (3)	111	179	96	197.3	132	205.7	171	209.3	191	214.2	214	216.3
Time to issue Final Agency Action		15	19	20	15	24	15	16	11	17	5	16	6

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					2017
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	24	26	24	18	31	27
Average days pending prior to dismissal	60.83	49.9	58.9	42.1	64.0	39.4

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2017
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Total Complaints Withdrawn by Complainants	15	1	11	7	24	15





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29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2017	
	Previous Fiscal Year Data											
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>	5	100%	3	100%	2	100%	3	100%	2	100%	0	0%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal							1	33%				
Examination/Test												
Harassment			2	67%			1	33%				
Non-Sexual	1	20%	2	67%			1	33%	1	50%		
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection	1	20%			1	50%						
Reassignment												
Denied												
Directed												
Reasonable Accommodation	3	60%			1	50%	2	67%	1	50%		
Reinstatement												
Retirement												
Termination			2	67%					1	50%		
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other	1	20%					1	33%				



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29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2017	
	Previous Fiscal Year Data											
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>			3	100%	2	100%	3	100%	2	100%	0	0%
<b>Findings After Hearing 704(k)(3)</b>			1	33%	1	50%	2	100%	0	0%	0	0%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal							1	50%				
Examination/Test												
Harassment							1	50%				
Non-Sexual	1	100%					1	50%				
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection	1	100%			1	100%						
Reassignment												
Denied												
Directed												
Reasonable Accommodation	1	33%					1	50%				
Reinstatement												
Retirement												
Termination			1	100%								
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other							1	50%				

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2017
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years 704(l)(1)	103	96	109	187	210	250
Total Complainants 704(l)(2)	95	90	103	167	184	219
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	0	1	1	0	0	1
ROI issued, pending Complainant's action	0	0	0	3	1	2
Hearing	81	79	91	145	152	190
Final Agency Action	16	10	12	12	20	10
Appeal with EEOC Office of Federal Operations	6	6	5	27	34	47
*Do not track						

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					2017
Complaint Investigations	Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	
Number Pending Completion of Investigation	44	54	61	48	57	58
Pending Investigations Over Required Time Frames	1	14	1	5	14	9