

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

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	
Number of Complaints Filed in FY 1614.704(a)	2111	2288	2255	2488	2343	675
Number of Complainants 1614.704(b)	2013	2182	2175	2392	2230	672
Repeat Filers 1614.704(c)	93	102	72	94	110	3

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	
Race	784	861	871	881	862	222
Color	101	129	117	131	106	27
Religion	69	81	88	96	72	19
Reprisal	903	969	954	1068	990	290
Sex	618	680	736	714	620	177
Pregnancy Discrimination Act	0	0	0	0	17	5
National Origin	169	193	196	231	215	50
Equal Pay Act	15	22	28	17	22	6
Age	503	595	645	571	550	134
Disability	642	731	743	926	822	249
GINA	1	3	4	3	4	3
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					2020
	2015	2016	2017	2018	2019	
Appointment/Hire	71	62	60	79	55	17
Assignment of Duties	216	187	208	214	311	75
Awards	12	15	17	6	16	2
Conversion to Full-time	1	1	1	1	1	0
Disciplinary Action	354	370	424	416	477	112
Demotion	13	5	14	18	23	8
Reprimand	50	56	64	106	110	29
Suspension	115	91	109	121	99	25
Removal	36	43	62	83	111	23
Warning	140	175	175	124	175	35
Duty Hours	89	73	66	76	97	39
Evaluation Appraisal	198	224	196	301	229	81
Examination/Test	2	3	1	2	1	1
Harassment	1253	1369	1459	1499	1369	461
Non-Sexual	1166	1292	1356	1449	1344	448
Sexual	87	77	103	97	81	23
Medical Examination	8	4	4	4	12	2
Pay (Including Overtime)	130	134	152	138	128	35
Promotion/Non-Selection	331	380	366	347	333	100
Reassignment	91	110	118	226	101	73
Denied	26	19	18	22	12	4
Directed	65	91	100	210	89	69
Reasonable Accommodation	247	232	230	328	292	82
Reinstatement	0	3	1	0	1	1
Religious Accommodation	0	0	9	7	4	2
Retirement	32	39	30	41	104	9
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	13	21	24	9
Termination	159	169	150	226	182	62
Terms/Conditions of Employment	45	32	36	54	36	10
Time and Attendance	243	257	264	302	344	107
Training	77	74	59	61	81	21
Other	271	316	307	138	0	38

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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. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days		
		2015		2016		2017		2018		2019			
All complaints pending in Investigative Stage	1614.704	825	140.1	1023	158.5	751	129.6	724	148.6	718	133.2	735	133.3
All complaints pending in Final Agency Action Stage	(f) (1)	180	657.7	260	721.3	251	614.3	630	650.3	849	732.2	913	744.0
All complaints pending in which Hearing was not requested	1614.704	172	644.9	253	711.2	237	573.2	584	574.2	779	679.6	854	700.6
Time in Investigation Stage	(f) (2)	172	195.1	253	216.2	237	222.8	584	191.6	779	190.8	854	188.3
Time to issue Final Agency Action		592	140	525	114	613	122	522	142	780	227	130	259
All complaints pending in which a Hearing was requested	1614.704	2077	838.2	2579	871.1	3140	924.5	3450	970.6	3419	1040.4	3396	1068.1
Time in Investigation Stage	(f) (3)	2077	204.4	2579	212.5	3140	225.0	3450	212.6	3419	207.6	3396	205.3
Time to issue Final Agency Action		240	10	235	6	217	5	400	6	612	9	166	9

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	253	314	374	421	500	145
Average days pending prior to dismissal	52.44	57.7	49.5	50.8	46.0	36.3

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	
Total Complaints Withdrawn by Complainants	129	139	177	187	155	27

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29 CFR §1614.704(i) Total Final Agency Actions Finding Discrimination	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2020	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	27	100%	32	100%	33	100%	30	100%	48	100%	21	100%
Without Hearing 704(h)(2)	18	67%	17	53%	16	48%	16	53%	25	64%	7	33%
With Hearing 704(h)(3)	9	33%	15	47%	17	52%	14	47%	23	59%	14	67%

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2020	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	27	100%	32	100%	33	100%	30	100%	48	100%	21	100%
Race	6	22%	3	9%	5	15%	9	30%	6	13%	4	19%
Color			1	3%			0	0%	0	0%		
Religion	1	4%	1	3%	1	3%	1	3%	3	6%	1	5%
Reprisal	13	48%	17	53%	14	42%	4	13%	15	31%	7	33%
Sex	5	19%	8	25%	5	15%	10	33%	10	21%	4	19%
Pregnancy Discrimination Act									0	0%		
National Origin	1	4%					1	3%	2	4%	1	5%
Equal Pay Act							0	0%	0	0%		
Age	2	7%	3	9%	2	6%	1	3%	1	2%	2	10%
Disability	6	22%	9	28%	12	36%	16	53%	21	44%	8	38%
GINA											1	5%
Non-EEO												

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2020	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	9	100%	15	100%	17	100%	14	100%	23	100%	14	100%
Race	5	56%	3	20%	5	29%	8	57%	2	9%	4	29%
Color			1	7%			0	0%				
Religion			1	7%	1	6%	0	0%	3	13%		
Reprisal	7	78%	11	73%	7	41%	2	14%	8	35%	6	43%
Sex	2	22%	2	13%	1	6%	6	43%	6	26%	3	21%
Pregnancy Discrimination Act												
National Origin							1	7%				
Equal Pay Act							0	0%				

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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										2020	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	27	100%	32	100%	33	100%	30	100%	48	100%	21	100%
Appointment/Hire			2	6%	1	3%					1	5%
Assignment of Duties	2	7%	1	3%	2	6%			1	2%		
Awards												
Conversion to Full-time	1	4%										
Disciplinary Action					3	9%			1	2%	1	5%
Demotion	1	4%										
Reprimand	3	11%			1	3%						
Suspension	1	4%	1	3%								
Removal					2	6%			1	2%		
Other	1	4%									1	5%
Duty Hours	2	7%	1	3%	1	3%						
Evaluation Appraisal	6	22%	1	3%	1	3%			3	6%	1	5%
Examination/Test												
Harassment	10	37%			7	21%	12	40%	15	31%	6	29%
Non-Sexual	8	30%	9	28%	4	12%	11	37%	12	25%	5	24%
Sexual	2	7%	7	22%	3	9%	1	3%	4	8%	1	5%
Medical Examination			1	3%								
Pay (Including Overtime)	3	11%	2	6%			1	3%	2	4%		
Promotion/Non-Selection	2	7%	3	9%	5	38%	5	17%	4	8%	6	29%
Reassignment					3	9%	1	3%	4	8%	2	10%
Denied	1	4%									1	5%
Directed	1	4%	3	9%	3	9%	1	3%	4	8%	1	5%
Reasonable Accommodation	3	11%	5	16%	8	24%	9	30%	10	21%	3	14%
Reinstatement												
Religious Accommodation							1	3%				
Retirement												
Sex Stereotyping												
Telework												
Termination	2	7%	4	13%	5	15%	1	3%	1	2%	1	5%
Terms/Conditions of Employment	2	7%	4	13%	2	6%			1	2%		
Time and Attendance	1	4%	1	3%			1	3%	2	4%		
Training												
Other	2	7%	7	22%	3	9%	7	23%	13	27%	5	24%

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	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2020	
		2015		2016		2017		2018		2019			
		#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	9	100%	15	100%	17	100%	14	100%	23	100%	14	100%	
Appointment/Hire			1	7%							1	7%	
Assignment of Duties	2	22%	1	7%									
Awards													
Conversion to Full-time													
Disciplinary Action					2	12%					1	7%	
Demotion													
Reprimand					1	6%							
Suspension	1	11%	1	7%									
Removal					1	6%							
Other	1	11%									1	7%	
Duty Hours	1	11%	1	7%	1	6%							
Evaluation Appraisal	5	56%	1	7%	1	6%					1	7%	
Examination/Test													
Harassment	5	56%			4	24%	8	57%	8	35%	5	36%	
Non-Sexual	5	56%	7	47%	3	18%	8	57%	7	30%	5	36%	
Sexual			2	13%	1	6%			1	4%			
Medical Examination			1	7%									
Pay (Including Overtime)	1	11%	1	7%					2	9%			
Promotion/Non-Selection	1	11%	3	20%	3	18%	4	29%	3	13%	5	36%	
Reassignment					2	12%	1	7%	1	4%	2	14%	
Denied											1	7%	
Directed	1	11%	1	7%	2	12%	1	7%	1	4%	1	7%	
Reasonable Accommodation	1	11%	2	13%	2	12%	2	14%	2	9%			
Reinstatement													
Religious Accommodation													
Retirement													
Sex Stereotyping													
Telework													
Termination			3	20%	2	12%	1	7%	1	4%			
Terms/Conditions of Employment	2	22%	2	13%	2	12%			1	4%			
Time and Attendance			1	7%					1	4%			
Training													
Other							2	14%	6	26%	4	29%	

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	Previous Fiscal Year Data										2020	
	2015		2016		2017		2018		2019			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	27	100%	32	100%	33	100%	30	100%	48	100%	21	100%
Findings Without Hearing 704(k)(2)	18	100%	17	100%	16	100%	16	100%	25	100%	7	100%
Appointment/Hire			1	6%	1	6%						
Assignment of Duties					2	13%			1	4%		
Awards												
Conversion to Full-time	1	6%										
Disciplinary Action					1	6%			1	4%		
Demotion	1	6%										
Reprimand	2	11%										
Suspension												
Removal					1	6%			1	4%		
Other												
Duty Hours	1	6%										
Evaluation Appraisal					1	6%			3	12%		
Examination/Test												
Harassment					3	19%	4	25%	7	28%	1	14%
Non-Sexual	3	17%	2	12%	1	6%	3	19%	5	20%		
Sexual	2	11%	5	29%	2	13%	1	6%	3	12%	1	14%
Medical Examination												
Pay (Including Overtime)	2	11%	1	6%			1	6%				
Promotion/Non-Selection	1	6%			1	6%	1	6%	1	4%	1	14%
Reassignment					1	6%			3	12%		
Denied	1	6%										
Directed			2	12%	1	6%			3	12%		
Reasonable Accommodation	2	11%	3	18%	6	38%	7	44%	8	32%	3	43%
Reinstatement												
Religious Accommodation							1	6%				
Retirement												
Sex Stereotyping												
Telework												
Termination	2	11%	1	6%	2	13%					1	14%
Terms/Conditions of Employment			2	12%								
Time and Attendance	1	6%					1	6%	1	4%		

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Training												
Other	2	11%	7	41%	3	19%	5	31%	7	28%	1	14%

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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					2020
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years 704(l)(1)	2089	2703	3232	3804	3989	5428
Total Complainants 704(l)(2)	1802	2338	2782	3273	3457	4641
Number complaints pending: 704(l)(3)						
Investigation	5	11	3	6	19	365
ROI issued, pending Complainant's action	10	8	15	14	8	172
Hearing	1688	2177	2672	2909	2844	3394
Final Agency Action	111	174	129	382	627	911
Appeal with EEOC Office of Federal Operations	275	326	410	492	491	586

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2020
	2015	2016	2017	2018	2019	
Number Pending Completion of Investigation	825	1023	751	724	718	735
Pending Investigations Over Required Time Frames	94	249	60	129	83	69