

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					2017
	2012	2013	2014	2015	2016	
Number of Complaints Filed in FY 1614.704(a)	2041	1768	1848	2111	2288	1611
Number of Complainants 1614.704(b)	1881	1672	1736	2013	2182	1570
Repeat Filers 1614.704(c)	138	87	101	93	102	44

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Race	743	626	678	784	861	636
Color	63	44	92	101	129	92
Religion	77	68	50	69	81	66
Reprisal	799	763	799	903	969	692
Sex	534	455	494	618	680	549
National Origin	192	148	141	169	193	146
Equal Pay Act	9	9	20	15	22	22
Age	493	431	445	503	595	470
Disability	547	471	506	642	731	520
Other	0	0	0	0	0	0
Non-EEO						

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(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Appointment/Hire	98	53	52	71	62	47
Assignment of Duties	117	85	113	216	187	155
Awards	17	13	20	12	15	13
Conversion to Full-time	1	0	2	1	1	1
Disciplinary Action	363	258	290	354	370	285
Demotion	20	11	14	13	5	6
Reprimand	54	48	49	50	56	44
Suspension	112	85	77	115	91	78
Removal	55	36	45	36	43	35
Other	122	78	105	140	175	122
Duty Hours	48	45	49	89	73	46
Evaluation Appraisal	158	139	133	198	224	164
Examination/Test	1	0	1	2	3	1
Harassment	1035	930	1013	1253	1369	1041
Non-Sexual	980	862	941	1166	1292	958
Sexual	55	68	72	87	77	83
Medical Examination	9	6	7	8	4	3
Pay (Including Overtime)	66	86	125	130	134	112
Promotion/Non-Selection	359	293	327	331	380	265
Reassignment	74	70	68	91	110	88
Denied			9	26	19	13
Directed			59	65	91	75
Reasonable Accommodation	134	140	174	247	232	169
Reinstatement	0	0	0	0	3	1
Religious Accommodation	0	0	0	0	0	5
Retirement	21	22	18	32	39	15
Telework	0	0	0	0	0	1
Termination	149	111	132	159	169	100
Terms/Conditions of Employment	45	26	31	45	32	22
Time and Attendance	149	130	161	243	257	197
Training	62	43	49	77	74	47
Other	280	202	233	271	316	235

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(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. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	2017			
		2012		2013		2014		2015		2016					
		All complaints pending in Investigative Stage	1614.704	664	124.9	715	156.4	545	121.6	825	140.1	1023	158.5	835	139.9
		All complaints pending in Final Agency Action Stage	(f) (1)	243	513.5	182	532.1	262	486.7	180	657.7	260	721.3	260	600.9
All complaints pending in which Hearing was not requested	1614.704														
	(f) (2)	234	494.1	172	511.3	251	478.4	172	644.9	253	711.2	243	559.6		
Time in Investigation Stage		234	169.4	172	208.2	251	202.2	172	195.1	253	216.2	243	222.7		
Time to issue Final Agency Action		464	*179	455	126	413	136	592	140	525	114	426	122		
All complaints pending in which a Hearing was requested	1614.704														
	(f) (3)	1311	625.8	1482	716.9	1912	728.2	2077	838.2	2579	871.1	2982	910.6		
Time in Investigation Stage		1311	184.3	1482	202.2	1912	205.8	2077	204.4	2579	212.5	2982	224.5		
Time to issue Final Agency Action		362	12	286	14	250	17	240	10	235	6	162	5		

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	368	296	246	253	314	252
Average days pending prior to dismissal	57.19	59.8	56.7	52.4	57.7	45.9

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Total Complaints Withdrawn by Complainants	193	58	155	129	139	34

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(i)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2017	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Final Agency Actions Finding Discrimination	33	100%	31	100%	26	100%	27	100%	32	100%	24	100%
Without Hearing 704(h)(2)	11	33%	18	59%	13	50%	18	67%	17	53%	12	50%
With Hearing 704(h)(3)	22	67%	13	41%	13	50%	9	33%	15	47%	12	50%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2017	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	33	100%	31	100%	26	100%	27	100%	32	100%	24	100%
Race	2	6%	4	13%	6	23%	6	22%	3	9%	4	17%
Color	1	3%			1	4%			1	3%		
Religion			1	3%			1	4%	1	3%	1	4%
Reprisal	15	45%	11	34%	12	46%	13	48%	17	53%	11	46%
Sex	8	24%	7	22%	5	19%	5	19%	8	25%	4	17%
National Origin			1	3%	1	4%	1	4%				
Equal Pay Act												
Age	3	9%	1	3%			2	7%	3	9%	1	4%
Disability	13	39%	8	25%	10	38%	6	22%	9	28%	10	42%
Non-EEO												

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2017	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	22	67%	13	41%	13	100%	9	100%	15	100%	12	100%
Race	1	50%	2	50%	3	23%	5	56%	3	20%	4	33%
Color	1	100%			1	8%			1	7%		
Religion									1	7%	1	8%
Reprisal	11	73%	3	30%	5	38%	7	78%	11	73%	4	33%
Sex	5	63%	5	63%	3	23%	2	22%	2	13%	1	8%
National Origin			1	50%								
Equal Pay Act												
Age	2	67%	1	100%	1	8%	2	22%	3	20%	1	8%
Disability	9	69%	2	22%	6	46%	2	22%	4	27%	5	42%

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(k)	29 CFR §1614.705 Comparative Data												
	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2017	
		2012		2013		2014		2015		2016			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	33	100%	31	100%	26	100%	27	100%	32	100%	24	100%	
Appointment/Hire	2	6%	1	3%					2	6%			
Assignment of Duties	1	3%					2	7%	1	3%	1	4%	
Awards	1	3%			1	4%							
Conversion to Full-time							1	4%					
Disciplinary Action			2	6%							2	8%	
Demotion							1	4%					
Reprimand	2	6%	1	3%			3	11%					
Suspension							1	4%	1	3%			
Removal	1	3%	1	3%	1	4%					2	8%	
Other	1	3%					1	4%					
Duty Hours	2	6%	1	3%	1	4%	2	7%	1	3%			
Evaluation Appraisal			1	3%	1	4%	6	22%	1	3%	2	8%	
Examination/Test													
Harassment			12	38%	7	27%	10	37%			5	21%	
Non-Sexual	5	15%	6	19%	7	27%	8	30%	9	28%	3	13%	
Sexual	4	12%	6	19%	2	8%	2	7%	7	22%	3	13%	
Medical Examination	1	3%							1	3%			
Pay (Including Overtime)			2	6%			3	11%	2	6%			
Promotion/Non-Selection	6	18%	3	9%	2	8%	2	7%	3	9%	4	17%	
Reassignment			1	3%							2	8%	
Denied							1	4%					
Directed	2	6%	1	3%	3	12%	1	4%	3	9%	2	8%	
Reasonable Accommodation	6	18%	9	28%	8	31%	3	11%	5	16%	6	25%	
Reinstatement													
Retirement													
Termination	2	6%	2	6%	3	12%	2	7%	4	13%	4	17%	
Terms/Conditions of Employment							2	7%	4	13%	2	8%	
Time and Attendance	2	6%			1	4%	1	4%	1	3%			
Training													
Other	5	15%	3	9%	6	23%	2	7%	7	22%	3	13%	

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(k)	29 CFR §1614.705 Comparative Data												
	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2017	
		2012		2013		2014		2015		2016			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	33	100%	31	100%	26	100%	27	100%	32	100%	24	100%	
Findings Without Hearing 704(k)(2)	11	33%	18	59%	13	100%	18	100%	17	100%	12	100%	
Appointment/Hire	2	100%							1	6%			
Assignment of Duties			1	100%							1	8%	
Awards													
Conversion to Full-time							1	6%					
Disciplinary Action											1	8%	
Demotion							1	6%					
Reprimand							2	11%					
Suspension													
Removal					1	8%					1	8%	
Other	1	100%											
Duty Hours							1	6%					
Evaluation Appraisal			1	100%							1	8%	
Examination/Test													
Harassment			7	58%							3	25%	
Non-Sexual	1	20%	4	67%	3	23%	3	17%	2	12%	1	8%	
Sexual	2	50%	3	50%	2	15%	2	11%	5	29%	2	17%	
Medical Examination													
Pay (Including Overtime)							2	11%	1	6%			
Promotion/Non-Selection	1	17%			1	8%	1	6%			1	8%	
Reassignment			1	100%							1	8%	
Denied							1	6%					
Directed	1	50%	1	100%	2	15%			2	12%	1	8%	
Reasonable Accommodation	3	50%	8	89%	2	15%	2	11%	3	18%	4	33%	
Reinstatement													
Retirement													
Termination	1	50%	1	50%	2	15%	2	11%	1	6%	1	8%	
Terms/Conditions of Employment									2	12%			
Time and Attendance							1	6%					
Training													
Other	2	40%	2	67%	6	46%	2	11%	7	41%	3	25%	

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(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years 704(l)(1)	1139	1395	1695	2089	2703	3467
Total Complainants 704(l)(2)	1017	1228	1485	1802	2338	2981
Number complaints pending: 704(l)(3)						
Investigation	7	2	8	5	11	22
ROI issued, pending Complainant's action	9	6	6	10	8	35
Hearing	904	1189	1454	1688	2177	2823
Final Agency Action	111	94	125	111	174	193
Appeal with EEOC Office of Federal Operations	108	103	102	275	326	391

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Number Pending Completion of Investigation	665	714	545	825	1023	835
Pending Investigations Over Required Time Frames	42	151	28	94	249	136