

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					2019
	2014	2015	2016	2017	2018	
Number of Complaints Filed in FY 1614.704(a)	1848	2111	2288	2255	2488	1712
Number of Complainants 1614.704(b)	1736	2013	2182	2175	2392	1658
Repeat Filers 1614.704(c)	101	93	102	72	94	51

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Race	678	784	861	871	881	620
Color	92	101	129	117	131	76
Religion	50	69	81	88	96	54
Reprisal	799	903	969	954	1068	734
Sex	494	618	680	736	714	451
Pregnancy Discrimination Act	0	0	0	0	0	13
National Origin	141	169	193	196	231	152
Equal Pay Act	20	15	22	28	17	17
Age	445	503	595	645	571	397
Disability	506	642	731	743	926	604
GINA	1	1	3	4	3	4
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					2019
	2014	2015	2016	2017	2018	
Appointment/Hire	52	71	62	60	79	38
Assignment of Duties	113	216	187	208	214	148
Awards	20	12	15	17	6	13
Conversion to Full-time	2	1	1	1	1	1
Disciplinary Action	290	354	370	424	416	344
Demotion	14	13	5	14	18	14
Reprimand	49	50	56	64	106	79
Suspension	77	115	91	109	121	68
Removal	45	36	43	62	83	76
Warning	105	140	175	175	124	132
Duty Hours	49	89	73	66	76	64
Evaluation Appraisal	133	198	224	196	301	201
Examination/Test	1	2	3	1	2	1
Harassment	1013	1253	1369	1459	1499	1025
Non-Sexual	941	1166	1292	1356	1449	996
Sexual	72	87	77	103	97	62
Medical Examination	7	8	4	4	4	9
Pay (Including Overtime)	125	130	134	152	138	87
Promotion/Non-Selection	327	331	380	366	347	247
Reassignment	68	91	110	118	226	163
Denied	9	26	19	18	22	12
Directed	59	65	91	100	210	151
Reasonable Accommodation	174	247	232	230	328	221
Reinstatement	0	0	3	1	0	1
Religious Accommodation	0	0	0	9	7	3
Retirement	18	32	39	30	41	28
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	13	21	16
Termination	132	159	169	150	226	185
Terms/Conditions of Employment	31	45	32	36	54	25
Time and Attendance	161	243	257	264	302	249
Training	49	77	74	59	61	61
Other	233	271	316	307	138	104

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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	2019	
		2014		2015		2016		2017		2018			
All complaints pending in Investigative Stage	1614.704	545	121.6	825	140.1	1023	158.5	751	129.6	724	148.6	668	130.3
All complaints pending in Final Agency Action Stage	(f) (1)	262	486.7	180	657.7	260	721.3	251	614.3	630	650.3	758	688.1
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	251	478.4	172	644.9	253	711.2	237	573.2	584	574.2	700	634.5
Time in Investigation Stage		251	202.2	172	195.1	253	216.2	237	222.8	584	191.6	700	193.4
Time to issue Final Agency Action		413	136	592	140	525	114	613	122	522	142	569	217
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1912	728.2	2077	838.2	2579	871.1	3140	924.5	3450	970.6	3411	1017.8
Time in Investigation Stage		1912	205.8	2077	204.4	2579	212.5	3140	225.0	3450	212.6	3411	209.4
Time to issue Final Agency Action		250	17	240	10	235	6	217	5	400	6	406	11

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	246	253	314	374	421	350
Average days pending prior to dismissal	56.72	52.4	57.7	49.5	50.8	48.9

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Total Complaints Withdrawn by Complainants	155	129	139	177	187	117

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Final Agency Actions Finding Discrimination	26	100%	27	100%	32	100%	33	100%	30	100%	39	100%
Without Hearing 704(h)(2)	13	50%	18	67%	17	53%	16	48%	16	53%	19	49%
With Hearing 704(h)(3)	13	50%	9	33%	15	47%	17	52%	14	47%	20	51%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	26	100%	27	100%	32	100%	33	100%	30	100%	39	100%
Race	6	23%	6	22%	3	9%	5	15%	9	30%	6	15%
Color	1	4%			1	3%			0	0%	0	0%
Religion			1	4%	1	3%	1	3%	1	3%	3	8%
Reprisal	12	46%	13	48%	17	53%	14	42%	4	13%	10	26%
Sex	5	19%	5	19%	8	25%	5	15%	10	33%	6	15%
Pregnancy Discrimination Act											0	0%
National Origin	1	4%	1	4%					1	3%	2	5%
Equal Pay Act									0	0%	0	0%
Age			2	7%	3	9%	2	6%	1	3%	1	3%
Disability	10	38%	6	22%	9	28%	12	36%	16	53%	15	38%
Non-EEO												

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	13	100%	9	100%	15	100%	17	100%	14	100%	20	100%
Race	3	23%	5	56%	3	20%	5	29%	8	57%	2	10%
Color	1	8%			1	7%			0	0%		
Religion					1	7%	1	6%	0	0%	3	15%
Reprisal	5	38%	7	78%	11	73%	7	41%	2	14%	5	25%
Sex	3	23%	2	22%	2	13%	1	6%	6	43%	4	20%
Pregnancy Discrimination Act												
National Origin									1	7%		
Equal Pay Act									0	0%		

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Other	6	23%	2	7%	7	22%	3	9%	7	23%	7	13%
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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										2019	
	2014		2015		2016		2017		2018			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	13	100%	9	100%	15	100%	17	100%	14	100%	20	100%
Appointment/Hire					1	7%						
Assignment of Duties			2	22%	1	7%						
Awards	1	8%										
Conversion to Full-time												
Disciplinary Action							2	12%				
Demotion												
Reprimand							1	6%				
Suspension			1	11%	1	7%						
Removal							1	6%				
Other			1	11%								
Duty Hours	1	8%	1	11%	1	7%	1	6%				
Evaluation Appraisal	1	8%	5	56%	1	7%	1	6%				
Examination/Test												
Harassment			5	56%			4	24%	8	57%	7	35%
Non-Sexual	4	31%	5	56%	7	47%	3	18%	8	57%	6	30%
Sexual					2	13%	1	6%			1	5%
Medical Examination					1	7%						
Pay (Including Overtime)			1	11%	1	7%						
Promotion/Non-Selection	1	8%	1	11%	3	20%	3	18%	4	29%	4	20%
Reassignment							2	12%	1	7%	1	5%
Denied												
Directed	1	8%	1	11%	1	7%	2	12%	1	7%	1	5%
Reasonable Accommodation	6	46%	1	11%	2	13%	2	12%	2	14%	5	25%
Reinstatement												
Religious Accommodation												
Retirement												
Sex Stereotyping												
Telework												
Termination	1	8%			3	20%	2	12%	1	7%	1	5%
Terms/Conditions of Employment			2	22%	2	13%	2	12%			1	5%
Time and Attendance	1	8%			1	7%						
Training												
Other									2	14%	3	15%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data												
	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2019	
		2014		2015		2016		2017		2018			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	26	100%	27	100%	32	100%	33	100%	30	100%	39	100%	
Findings Without Hearing 704(k)(2)	13	100%	18	100%	17	100%	16	100%	16	100%	19	100%	
Appointment/Hire					1	6%	1	6%					
Assignment of Duties							2	13%			1	5%	
Awards													
Conversion to Full-time			1	6%									
Disciplinary Action							1	6%			1	5%	
Demotion			1	6%									
Reprimand			2	11%									
Suspension													
Removal	1	8%					1	6%			1	5%	
Other													
Duty Hours			1	6%									
Evaluation Appraisal							1	6%			3	16%	
Examination/Test													
Harassment							3	19%	4	25%	5	26%	
Non-Sexual	3	23%	3	17%	2	12%	1	6%	3	19%	3	16%	
Sexual	2	15%	2	11%	5	29%	2	13%	1	6%	2	11%	
Medical Examination													
Pay (Including Overtime)			2	11%	1	6%			1	6%			
Promotion/Non-Selection	1	8%	1	6%			1	6%	1	6%	1	5%	
Reassignment							1	6%			3	16%	
Denied			1	6%									
Directed	2	15%			2	12%	1	6%			3	16%	
Reasonable Accommodation	2	15%	2	11%	3	18%	6	38%	7	44%	6	32%	
Reinstatement													
Religious Accommodation									1	6%			
Retirement													
Sex Stereotyping													
Telework													
Termination	2	15%	2	11%	1	6%	2	13%					
Terms/Conditions of Employment					2	12%							
Time and Attendance			1	6%					1	6%			

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Training													
Other	6	46%	2	11%	7	41%	3	19%	5	31%	4	21%	

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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					2019
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years 704(l)(1)	1695	2089	2703	3232	3804	4349
Total Complainants 704(l)(2)	1485	1802	2338	2782	3273	3760
Number complaints pending: 704(l)(3)						
Investigation	8	5	11	3	6	29
ROI issued, pending Complainant's action	6	10	8	15	14	43
Hearing	1454	1688	2177	2672	2909	3151
Final Agency Action	125	111	174	129	382	642
Appeal with EEOC Office of Federal Operations	102	275	326	410	492	484

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2019
	2014	2015	2016	2017	2018	
Number Pending Completion of Investigation	545	825	1023	751	724	668
Pending Investigations Over Required Time Frames	28	94	249	60	129	81