

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

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Number of Complaints Filed in FY 1614.704(a)	23	21	27	26	10	3
Number of Complainants 1614.704(b)	22	19	19	24	10	3
Repeat Filers 1614.704(c)	1	2	3	2	0	0

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Race	13	8	16	16	5	0
Color	0	1	1	0	0	0
Religion	0	0	0	0	0	0
Reprisal	12	9	8	13	3	1
Sex	7	6	4	6	2	1
National Origin	1	1	1	4	0	1
Equal Pay Act	0	0	0	0	0	0
Age	4	3	9	4	6	1
Disability	7	6	12	7	2	2
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					2015
	2010	2011	2012	2013	2014	
Appointment/Hire	1	0	10	1	2	0
Assignment of Duties	1	1	0	2	2	0
Awards	0	0	1	1	1	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>1</b>
Demotion	1	0	1	1	0	0
Reprimand	2	0	0	3	0	0
Suspension	0	4	3	1	0	0
Removal	0	1	0	0	0	0
Other	2	1	0	0	0	1
Duty Hours	0	0	0	1	0	0
Evaluation Appraisal	1	0	0	2	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>	<b>12</b>	<b>10</b>	<b>7</b>	<b>12</b>	<b>0</b>	<b>0</b>
Non-Sexual	12	9	7	11	0	0
Sexual	0	1	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	1	0	1	0	1
Promotion/Non-Selection	2	3	2	7	3	0
<b>Reassignment</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Denied						
Directed						
Reasonable Accommodation	0	1	0	1	1	1
Reinstatement	0	0	0	0	0	0
Retirement	1	1	0	0	1	0
Termination	2	2	0	1	2	0
Terms/Conditions of Employment	1	0	0	0	0	0
Time and Attendance	2	0	4	1	0	0
Training	0	0	0	0	0	0
Other	3	0	0	0	0	0

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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
		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days		
		2010		2011		2012		2013		2014		2015	
All complaints pending in Investigative Stage	1614.704	1	127.8	3	107.0	6	87.2	9	182.1	3	110.7	4	122.0
All complaints pending in Final Agency Action Stage	(f) (1)	5	326.2	3	618.3	4	656.3	2	224.0	3	479.7	0	0.0
All complaints pending in which Hearing was not requested	1614.704	5	326.2	2	627.5	4	656.3	2	224.0	3	479.7	0	0.0
Time in Investigation Stage	(f) (2)	5	156.8	2	157.0	4	154.8	2	102.5	3	214.3	0	0.0
Time to issue Final Agency Action		<b>2</b>	<b>*108</b>	<b>5</b>	<b>*120</b>	<b>4</b>	<b>*208</b>	<b>9</b>	<b>79</b>	<b>4</b>	<b>160</b>	<b>2</b>	<b>149</b>
All complaints pending in which a Hearing was requested	1614.704	9	406	12	473.3	8	501.5	19	500.6	23	669.1	20	667.9
Time in Investigation Stage	(f) (3)	9	159.2	12	167.3	8	165.9	19	212.2	23	222.7	20	237.4
Time to issue Final Agency Action		<b>2</b>	<b>20</b>	<b>2</b>	<b>26</b>	<b>5</b>	<b>16</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>30</b>

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	5	8	4	4	1	0
Average days pending prior to dismissal	41.4	36.63	41	45.25	62	0

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Total Complaints Withdrawn by Complainants	1	0	2	1	2	0



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<b>29 CFR §1614.704(l)</b>	<b>29 CFR §1614.705 Comparative Data</b>					<b>2015</b>
<b>Complaints Pending From Previous Fiscal Years by Status</b>	<b>Previous Fiscal Year Data</b>					
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Total complaints from previous Fiscal Years 704(l)(1)	7	7	8	12	23	24
Total Complainants 704(l)(2)	7	7	8	10	21	22
Investigation	0	0	0	0	0	3
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	6	5	6	12	19	20
Final Agency Action	1	2	2	0	3	0
Appeal with EEOC Office of Federal Operations	0	0	0	0	1	1

<b>29 CFR §1614.704(m)</b>	<b>29 CFR §1614.705 Comparative Data</b>					<b>2015</b>
<b>Complaint Investigations</b>	<b>Previous Fiscal Year Data</b>					
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Number Pending Completion of Investigation	4	3	6	9	3	4
Pending Investigations Over Required Time Frames	0	0	0	2	1	0