

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Internal Complaint Activity**  
**VA-Wide**

29 CFR §1614.704(a) - ©	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)	2347	2047	2139	2397	2598	1201
Number of Complainants 1614.704(b)	2165	1934	2013	2280	2474	1177
Repeat Filers 1614.704(c)	154	99	115	107	115	20

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	873	721	787	891	963	465
Color	71	55	101	114	140	64
Religion	83	73	58	73	88	47
Reprisal	923	865	919	1040	1086	504
Sex	607	530	593	699	768	410
National Origin	207	166	160	184	207	104
Equal Pay Act	9	11	20	15	24	16
Age	578	494	522	572	667	353
Disability	666	586	635	766	862	405
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					2017
	2012	2013	2014	2015	2016	
Appointment/Hire	115	66	63	78	67	37
Assignment of Duties	128	101	132	237	205	105
Awards	20	18	21	13	18	12
Conversion to Full-time	1	0	3	1	1	1
<b>Disciplinary Action</b>	<b>410</b>	<b>305</b>	<b>346</b>	<b>414</b>	<b>419</b>	<b>204</b>
Demotion	23	15	15	14	8	1
Reprimand	59	58	61	68	64	32
Suspension	121	101	89	127	109	54
Removal	66	43	54	42	47	24
Other	141	88	127	163	191	93
Duty Hours	53	49	50	94	78	30
Evaluation Appraisal	182	161	150	223	256	128
Examination/Test	1	0	1	2	3	1
<b>Harassment</b>	<b>1175</b>	<b>1058</b>	<b>1163</b>	<b>1409</b>	<b>1511</b>	<b>745</b>
Non-Sexual	1111	984	1078	1312	1425	689
Sexual	64	74	85	97	86	56
Medical Examination	9	7	7	8	4	3
Pay (Including Overtime)	75	100	128	135	142	87
Promotion/Non-Selection	423	343	385	390	442	215
<b>Reassignment</b>	<b>80</b>	<b>77</b>	<b>82</b>	<b>101</b>	<b>122</b>	<b>67</b>
Denied			13	31	20	13
Directed			69	70	102	54
Reasonable Accommodation	170	186	240	307	297	138
Reinstatement	0	0	1	0	4	1
Religious Accommodation	0	0	0	0	1	3
Retirement	24	22	26	35	43	15
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	7
Termination	174	130	161	179	182	71
Terms/Conditions of Employment	8	33	41	47	37	14
Time and Attendance	170	153	194	272	286	142
Training	72	49	60	85	84	43
Other	317	237	277	301	352	173

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<b>29 CFR §1614.704(f)</b>													
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		
		2012		2013		2014		2015		2016			
		All complaints pending in Investigative Stage	1614.704	751	124.6	818	158.2	634	125.1	938	142.4	1141	161.5
All complaints pending in Final Agency Action Stage	(f) (1)	290	511.6	213	535.3	311	478.1	208	665.3	298	728.0	341	750.6
All complaints pending in which Hearing was not requested	1614.704	276	494.7	197	507.0	298	468.8	195	654.7	290	719.6	331	735.6
Time in Investigation Stage	(f) (2)	276	168.3	197	207.2	298	203.3	195	196.4	290	218.2	331	218.5
Time to issue Final Agency Action		<b>527</b>	<b>*181</b>	<b>515</b>	<b>125</b>	523	136	659	139	588	115	186	243
All complaints pending in which a Hearing was requested	1614.704	1521	622.2	1683	714.7	2180	722.4	2387	832.1	2947	866.5	3170	908.4
Time in Investigation Stage	(f) (3)	1521	183.2	1683	201.8	2180	206.2	2387	204.4	2947	212.5	3170	220.9
Time to issue Final Agency Action		<b>399</b>	<b>13</b>	<b>320</b>	<b>14</b>	287	17	266	10	263	6	57	3

<b>29 CFR §1614.704(g)</b>	<b>29 CFR §1614.705 Comparative Data</b>					
<b>Complaints Dismissed by Agency Pursuant to 1614.107(a)</b>	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Total Complaints Dismissed by Agency	423	345	283	291	369	195
Average days pending prior to dismissal	57.3	61.4	58.0	51.9	58.4	48.0

<b>29 CFR §1614.704(h)</b>	<b>29 CFR §1614.705 Comparative Data</b>					
<b>Complaints Withdrawn by Complainants</b>	Previous Fiscal Year Data					2017
	2012	2013	2014	2015	2016	
Total Complaints Withdrawn by Complainants	222	62	179	143	171	95

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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	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	41	100%	36	100%	31	100%	33	100%	35	100%	15	100%
Without Hearing 704(h)(2)	15	37%	20	56%	15	48%	21	64%	19	54%	9	60%
With Hearing 704(h)(3)	26	63%	16	44%	16	52%	12	36%	16	46%	6	40%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2017	
	2012		2013		2014		2015		2016			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	41	100%	36	100%	31	100%	33	100%	35	100%	15	100%
Race	3	7%	4	11%	7	23%	8	24%	4	11%	3	20%
Color	1	2%			1	3%			1	3%		
Religion			2	6%			1	3%	1	3%	1	7%
Reprisal	15	37%	13	36%	14	45%	15	45%	18	51%	7	47%
Sex	10	24%	7	19%	5	16%	5	15%	9	26%	2	13%
National Origin			2	6%	1	3%	1	3%				
Equal Pay Act												
Age	3	7%	1	3%	2	6%	2	6%	3	9%		
Disability	19	46%	9	25%	12	39%	9	27%	10	29%	6	40%
Non-EEO												

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2017	
	2012		2013		2014		2015		2016			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
<b>Number Findings Rendered After Hearing 704(j)(3)</b>	26	100%	16	100%	16	100%	12	100%	16	100%	6	100%
Race	2	8%	2	13%	3	19%	6	50%	3	19%	2	33%
Color	1	4%			1	6%			1	6%		
Religion			1	6%					1	6%	1	17%
Reprisal	12	46%	5	31%	7	44%	8	67%	12	75%	3	50%
Sex	7	27%	4	25%	3	19%	2	17%	3	19%	1	17%
National Origin			1	6%								
Equal Pay Act												
Age	2	8%	1	6%	1	6%	2	17%	3	19%		





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Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2017	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>	41	100%	36	100%	31	100%	33	100%	35	100%	15	100%
Appointment/Hire	2	5%	1	3%					2	6%		
Assignment of Duties	1	2%	1	3%			2	6%	1	3%		
Awards	1	2%			1	3%						
Conversion to Full-time							1	3%				
Disciplinary Action			2	6%								
Demotion							1	3%				
Reprimand	1	2%					2	6%				
Suspension			1	3%			2	6%	1	3%		
Removal	1	2%	1	3%	1	3%					1	7%
Other	1	2%					1	3%				
Duty Hours			1	3%	1	3%	2	6%	1	3%		
Evaluation Appraisal	2	5%	1	3%	1	3%	7	21%	1	3%	2	13%
Examination/Test												
Harassment			12	33%	11	35%	11	33%			4	27%
Non-Sexual	6	15%	6	17%	9	29%	10	30%	11	31%	4	27%
Sexual	4	10%	6	17%	2	6%	2	6%	8	23%		
Medical Examination	1	2%							1	3%		
Pay (Including Overtime)			2	6%			3	9%	2	6%		
Promotion/Non-Selection	8	20%	3	8%	3	10%	3	9%	3	9%	1	7%
Reassignment			1	3%								
Denied			1	3%			1	3%				
Directed	2	5%			3	10%	1	3%			1	7%
Reasonable Accommodation	10	24%	10	28%	10	32%	5	15%	6	17%	3	20%
Reinstatement												
Religious Accommodation												
Retirement												
Sex-Stereotyping												
Telework												
Termination	2	5%	4	11%	4	13%	2	6%	5	14%	3	20%
Terms/Conditions of Employment							2	6%	4	11%		
Time and Attendance	2	5%			1	3%	1	3%	1	3%		

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Training							1	3%				
Other	7	17%	4	11%	6	19%	3	9%	7	20%	3	20%



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	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2017	
		2012		2013		2014		2015		2016			
		#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing 704(k)(3)</b>	26	100%	36	100%	16	100%	12	100%	16	100%	6	100%	
Appointment/Hire			1	3%					1	6%			
Assignment of Duties	1	4%					2	17%	1	6%			
Awards	1	4%			1	6%							
Conversion to Full-time													
Disciplinary Action			2	6%									
Demotion													
Reprimand	1	4%											
Suspension			1	3%			1	8%	1	6%			
Removal	1	4%	1	3%									
Other							1	8%					
Duty Hours			1	3%	1	6%	1	8%	1	6%			
Evaluation Appraisal	2	8%			1	6%	7	58%	1	6%	1	17%	
Examination/Test													
Harassment			5	14%	6	38%	7	58%			4	67%	
Non-Sexual	5	19%	2	6%	6	38%	7	58%	8	50%	3	50%	
Sexual	2	8%	3	8%					3	19%	1	17%	
Medical Examination	1	4%							1	6%			
Pay (Including Overtime)			2	6%			1	8%	1	6%			
Promotion/Non-Selection	6	23%	3	8%	2	13%	2	17%	3	19%			
Reassignment													
Denied													
Directed	1	4%			1	6%	1	8%	1	6%	1	17%	
Reasonable Accommodation	4	15%	2	6%	6	38%	2	17%	2	13%			
Reinstatement													
Religious Accommodation													
Retirement													
Sex-Stereotyping													
Telework													
Termination	1	4%	3	8%	2	13%			3	19%	3	50%	
Terms/Conditions of Employment							1	8%	2	13%			
Time and Attendance	2	8%			1	6%			1	6%			
Training							1	8%					
Other	4	15%	1	3%			1	8%					

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	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2017	
		2012		2013		2014		2015		2016			
		#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>	41	100%	36	100%	31	100%	33	100%	35	100%	15	100%	
<b>Findings Without Hearing 704(k)(2)</b>	15	100%	20	100%	15	100%	21	100%	19	100%	9	100%	
Appointment/Hire	2	13%							1	5%	1	11%	
Assignment of Duties			1	5%									
Awards													
Conversion to Full-time							1	5%					
Disciplinary Action													
Demotion							1	5%					
Reprimand							2	10%					
Suspension							1	5%					
Removal					1	7%					1	11%	
Other	1	7%											
Duty Hours							1	5%					
Evaluation Appraisal			1	5%							1	11%	
Examination/Test													
Harassment			7	35%			6	29%			1	11%	
Non-Sexual	1	7%	4	20%	4	27%	4	19%	3	16%	1	11%	
Sexual	2	13%	3	15%	2	13%	2	10%	5	26%			
Medical Examination													
Pay (Including Overtime)							2	10%	1	5%			
Promotion/Non-Selection	2	13%			1	7%	1	5%			1	11%	
Reassignment			1	5%									
Denied							1	5%					
Directed	1	7%	1	5%	2	13%			2	11%			
Reasonable Accommodation	6	40%	8	40%	4	27%	3	14%	4	21%	3	33%	
Reinstatement													
Religious Accommodation													
Retirement													
Sex-Stereotyping													
Telework													
Termination	1	7%	1	5%	2	13%	2	10%	2	11%	1	11%	

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Terms/Conditions of Employment							1	5%	2	11%		
Time and Attendance							1	5%				
Training												
Other	3	20%	3	15%	6	40%	2	10%	7	37%	3	33%

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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					2017
	2012	2013	2014	2015	2016	
Total complaints from previous Fiscal Years 704(l)(1)	1325	1590	1930	2429	3106	4371
Total Complainants 704(l)(2)	113	1403	1696	2106	2691	3765
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	7	3	13	11	18	270
ROI issued, pending Complainant's action	9	6	6	13	9	181
Hearing	1056	1353	1648	1946	2475	3135
Final Agency Action	134	111	147	129	206	328
Appeal with EEOC Office of Federal Operations	119	116	116	330	390	454

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	750	817	634	938	1139	1069
Pending Investigations Over Required Time Frames	45	180	37	109	284	226