

**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	1044
Number of Complainants 1614.704(b)	1881	1672	1736	2013	2182	1027
Repeat Filers 1614.704(c)	138	87	101	93	102	14

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	403
Color	63	44	92	101	129	58
Religion	77	68	50	69	81	45
Reprisal	799	763	799	903	969	435
Sex	534	455	494	618	680	353
National Origin	192	148	141	169	193	94
Equal Pay Act	9	9	20	15	22	15
Age	493	431	445	503	595	307
Disability	547	471	506	642	731	331
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	98	53	52	71	62	34
Assignment of Duties	117	85	113	216	187	91
Awards	17	13	20	12	15	8
Conversion to Full-time	1	0	2	1	1	1
<b>Disciplinary Action</b>	<b>363</b>	<b>258</b>	<b>290</b>	<b>354</b>	<b>370</b>	<b>177</b>
Demotion	20	11	14	13	5	1
Reprimand	54	48	49	50	56	27
Suspension	112	85	77	115	91	50
Removal	55	36	45	36	43	21
Other	122	78	105	140	175	78
Duty Hours	48	45	49	89	73	29
Evaluation Appraisal	158	139	133	198	224	108
Examination/Test	1	0	1	2	3	1
<b>Harassment</b>	<b>1035</b>	<b>930</b>	<b>1013</b>	<b>1253</b>	<b>1369</b>	<b>659</b>
Non-Sexual	980	862	941	1166	1292	606
Sexual	55	68	72	87	77	53
Medical Examination	9	6	7	8	4	3
Pay (Including Overtime)	66	86	125	130	134	76
Promotion/Non-Selection	359	293	327	331	380	184
<b>Reassignment</b>	<b>74</b>	<b>70</b>	<b>68</b>	<b>91</b>	<b>110</b>	<b>60</b>
Denied			9	26	19	10
Directed			59	65	91	50
Reasonable Accommodation	134	140	174	247	232	106
Reinstatement	0	0	0	0	3	1
Religious Accommodation	0	0	0	0	1	3
Retirement	21	22	18	32	39	11
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	4
Termination	149	111	132	159	169	64
Terms/Conditions of Employment	45	26	31	45	32	12

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Time and Attendance	149	130	161	243	257	124
Training	62	43	49	77	74	34
Other	280	202	233	271	316	140

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			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	940	153.9										
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	298	765.5												
All complaints pending in which Hearing was not requested	1614.704	234	494.1	172	511.3	251	478.4	172	644.9	253	711.2	289	749.1												
Time in Investigation Stage	(f) (2)													234	169.4	172	208.2	251	202.2	172	195.1	253	216.2	289	219.7
Time to issue Final Agency Action														464	*179	455	126	413	136	592	140	525	114	165	122
All complaints pending in which a Hearing was requested	1614.704	1311	625.8	1482	716.9	1912	728.2	2077	838.2	2579	871.1	2799	912.0												
Time in Investigation Stage	(f) (3)	1311	184.3	1482	202.2	1912	205.8	2077	204.4	2579	212.5	2799	221.8												
Time to issue Final Agency Action		362	12	286	14	250	17	240	10	235	6	49	3												

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	171
Average days pending prior to dismissal	57.19	59.8	56.7	52.4	57.7	48.2

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data
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<b>Complaints Withdrawn by Complainants</b>	<b>Previous Fiscal Year Data</b>					<b>2017</b>
	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	
Total Complaints Withdrawn by Complainants	193	58	155	129	139	77





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29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis	Previous Fiscal Year Data										2017	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	33	100%	31	100%	26	100%	27	100%	32	100%	13	100%
<b>Number Findings Rendered Without Hearing 704(j)(2)</b>	11	100%	18	100%	13	100%	18	100%	17	100%	7	100%
Race	1	9%	2	11%	3	8%	1	6%			1	14%
Color												
Religion			1	6%		8%	1	6%				
Reprisal	4	36%	7	39%	7	62%	8	44%	6	35%	5	71%
Sex	3	27%	3	17%	2	23%	3	17%	6	35%	1	14%
National Origin			1	6%	1	8%	1	6%				
Equal Pay Act												
Age	1	9%										
Disability	4	36%	7	39%	4	31%	4	22%	5	29%	4	57%
Non-EEO												

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			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>	33	100%	31	100%	26	100%	27	100%	32	100%	13	100%
Appointment/Hire	2	6%	1	3%					2	6%		
Assignment of Duties	1	3%					2	7%	1	3%		
Awards	1	3%			1	4%						
Conversion to Full-time							1	4%				
Disciplinary Action			2	6%								
Demotion							1	4%				
Reprimand	2	6%	1	3%			3	11%				
Suspension							1	4%	1	3%		
Removal	1	3%	1	3%	1	4%					1	8%
Other	1	3%					1	4%				
Duty Hours	2	6%	1	3%	1	4%	2	7%	1	3%		

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Evaluation Appraisal			1	3%	1	4%	6	22%	1	3%	2	15%
Examination/Test												
Harassment			12	39%	7	27%	10	37%			3	23%
Non-Sexual	5	15%	6	19%	7	27%	8	30%	9	28%	3	23%
Sexual	4	12%	6	19%	2	8%	2	7%	7	22%	1	8%
Medical Examination	1	3%							1	3%		
Pay (Including Overtime)			2	6%			3	11%	2	6%		
Promotion/Non-Selection	6	18%	3	10%	2	8%	2	7%	3	9%	1	8%
Reassignment			1	3%								
Denied							1	4%				
Directed	2	6%	1	3%	3	12%	1	4%	3	9%	1	8%
Reasonable Accommodation	6	18%	9	29%	8	31%	3	11%	5	16%	3	23%
Reinstatement												
Religious Accommodation												
Retirement												
Sex-Stereotyping												
Telework												
Termination	2	6%	2	6%	3	12%	2	7%	4	13%	4	31%
Terms/Conditions of Employment							2	7%	4	13%		
Time and Attendance	2	6%			1	4%	1	4%	1	3%		
Training												
Other	5	15%	3	10%	6	23%	2	7%	7	22%	2	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										2017	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing 704(k)(3)</b>	22	100%	13	100%	13	100%	9	100%	15	100%	6	100%
Appointment/Hire			1	8%					1	7%		
Assignment of Duties	1	5%					2	22%	1	7%		
Awards	1	5%			1	8%						
Conversion to Full-time												
Disciplinary Action			2	15%								
Demotion												
Reprimand												
Suspension			1	8%			1	11%	1	7%		
Removal	1	5%	1	8%								
Other							1	11%				
Duty Hours			1	8%	1	8%	1	11%	1	7%		
Evaluation Appraisal	2	9%			1	8%	5	56%	1	7%	1	17%
Examination/Test												
Harassment			5	38%			5	56%			4	67%
Non-Sexual	4	18%	2	15%	4	31%	5	56%	7	47%	3	50%
Sexual	2	9%	3	23%					2	13%	1	17%
Medical Examination	1	5%							1	7%		
Pay (Including Overtime)			2	15%			1	11%	1	7%		
Promotion/Non-Selection	5	23%	3	23%	1	8%	1	11%	3	20%		
Reassignment												
Denied												
Directed	1	5%			1	8%	1	11%	1	7%	1	17%
Reasonable Accommodation	3	14%	1	8%	6	46%	1	11%	2	13%		
Reinstatement												
Religious Accommodation												
Retirement												
Sex-Stereotyping												
Telework												
Termination	1	5%	1	8%	1	8%			3	20%	3	50%
Terms/Conditions of Employment							2	22%	2	13%		





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Termination	1	9%	1	6%	2	15%	2	11%	1	6%	1	14%
Terms/Conditions of Employment									2	12%		
Time and Attendance							1	6%				
Training												
Other	2	18%	2	11%	6	46%	2	11%	7	41%	2	29%

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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)	1139	1395	1695	2089	2703	3841
Total Complainants 704(l)(2)	1017	1228	1485	1802	2338	3301
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	7	2	8	5	11	234
ROI issued, pending Complainant's action	9	6	6	10	8	165
Hearing	904	1189	1454	1688	2177	2773
Final Agency Action	111	94	125	111	174	290
Appeal with EEOC Office of Federal Operations	108	103	102	275	326	376

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	939
Pending Investigations Over Required Time Frames	42	151	28	94	249	196