

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					2015
	2010	2011	2012	2013	2014	
Number of Complaints Filed in FY 1614.704(a)	2199	2369	2347	2047	2139	554
Number of Complainants 1614.704(b)	2083	2198	2165	1934	2013	551
Repeat Filers 1614.704(c)	116	147	154	99	115	3

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	1566	873	873	721	787	208
Color	130	67	71	55	101	21
Religion	121	58	83	73	58	18
Reprisal	1767	869	923	865	919	233
Sex	1153	609	607	530	593	157
National Origin	347	187	207	166	160	55
Equal Pay Act	12	6	9	11	20	1
Age	1042	590	578	494	522	118
Disability	1219	659	666	586	635	173
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	79	108	115	66	63	12
Assignment of Duties	154	131	128	101	132	45
Awards	32	18	20	18	21	2
Conversion to Full-time	1	1	1	0	3	0
Disciplinary Action	342	350	410	305	346	82
Demotion	11	15	23	15	15	3
Reprimand	59	57	59	58	61	12
Suspension	87	103	121	101	89	25
Removal	56	69	66	43	54	9
Other	129	106	141	88	127	33
Duty Hours	65	30	53	49	50	28
Evaluation Appraisal	146	171	182	161	150	41
Examination/Test	2	0	1	0	1	1
Harassment	1734	1101	1175	1058	1163	321
Non-Sexual	1661	1019	1111	984	1078	294
Sexual	73	82	64	74	85	27
Medical Examination	14	6	9	7	7	4
Pay (Including Overtime)	87	97	75	100	128	36
Promotion/Non-Selection	440	393	423	343	385	103
Reassignment	88	77	80	77	82	27
Denied						
Directed						
Reasonable Accommodation	131	172	170	186	240	74
Reinstatement	3	1	0	0	1	0
Retirement	30	31	24	22	26	8
Termination	273	225	174	130	161	39
Terms/Conditions of Employment	48	44	8	33	41	15
Time and Attendance	171	153	170	153	194	61
Training	63	69	72	49	60	18
Other	411	311	317	237	277	81

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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.D ays	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	2015	
		2010		2011		2012		2013		2014			
All complaints pending in Investigative Stage	1614.704	571	116.5	564	114.9	751	124.6	818	158.2	634	125.1	700	131.9
All complaints pending in Final Agency Action Stage	(f) (1)	268	500.6	317	503.3	290	511.6	213	535.3	311	478.1	298	507.0
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	261	483.7	301	472.6	276	494.7	197	507.0	298	468.8	290	503.4
Time in Investigation Stage		261	181.5	301	180.3	276	168.3	197	207.2	298	203.3	290	190.7
Time to issue Final Agency Action		506	*120	465	*125	527	*181	515	125	523	136	129	148
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1367	554.3	1435	592.4	1521	622.2	1683	714.7	2180	722.4	2247	749.7
Time in Investigation Stage		1367	181.8	1435	183.0	1521	183.2	1683	201.8	2180	206.2	2247	203.2
Time to issue Final Agency Action		365	14	439	15	399	13	320	14	287	17	71	16

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	418	556	423	345	283	59
Average days pending prior to dismissal	48.74	49.3	57.3	61.4	58.0	50.3

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2015
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total Complaints Withdrawn by Complainants	178	203	222	62	179	41

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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										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	33	100%	33	100%	41	100%	36	100%	31	100%	6	100%
Number Findings Rendered Without Hearing 704(j)(2)	10	30%	10	70%	15	37%	20	56%	15	100%	4	66%
Race	1	17%			1	33%	2	50%	4	27%	0	0%
Color	0	0%									0	0%
Religion	0	0%	1	100%			1	50%			0	0%
Reprisal	6	43%	3	21%	4	25%	8	62%	7	47%	1	25%
Sex	4	50%	1	17%	3	30%	3	43%	2	13%	2	50%
National Origin	0	0%					1	50%	1	7%	0	0%
Equal Pay Act	0	0%									0	0%
Age	1	20%			1	33%			1	7%	0	0%
Disability	2	29%	7	64%	8	38%	7	78%	4	27%	2	50%
Non-EEO	0	0%									0	0%

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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										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	33	100%	33	100%	41	100%	36	100%	31	100%	6	100%
Appointment/Hire	1	3%			2	5%	1	3%			0	0%
Assignment of Duties	3	9%	2	6%	1	2%	1	3%			1	16%
Awards	1	3%	1	3%	1	2%			1	3%	0	0%
Conversion to Full-time	0	0%	1	3%							0	0%
Disciplinary Action	0	0%					2	6%			0	0%
Demotion	0	0%	1	3%							0	0%
Reprimand	0	0%			1	2%					0	0%
Suspension	3	9%	5	15%			1	3%			0	0%
Removal	0	0%			1	2%	1	3%	1	3%	0	0%
Other	0	0%	1	3%	1	2%					0	0%
Duty Hours	0	0%					1	3%	1	3%	1	16%
Evaluation Appraisal	2	6%	2	6%	2	5%	1	3%	1	3%	2	33%
Examination/Test	0	0%									0	0%
Harassment	0	0%					12	33%	11	35%	1	16%
Non-Sexual	5	15%	4	12%	6	15%	6	17%	9	29%	1	16%
Sexual	4	12%	3	9%	4	10%	6	17%	2	6%	0	0%
Medical Examination	0	0%	2	6%	1	2%					0	0%
Pay (Including Overtime)	0	0%	1	3%			2	6%			1	16%
Promotion/Non-Selection	12	36%	6	18%	8	20%	3	8%	3	10%	0	0%
Reassignment	0	0%					1	3%			0	0%
Denied	1	3%					1	3%			0	0%
Directed	1	3%			2	5%			3	10%	0	0%
Reasonable Accommodation	3	9%	8	24%	10	24%	10	28%	10	32%	1	16%
Reinstatement	1	3%									0	0%
Retirement	0	0%									0	0%
Termination	4	12%	3	9%	2	5%	4	11%	4	13%	2	33%
Terms/Conditions of Employment	1	3%									1	16%
Time and Attendance	1	3%	2	6%	2	5%			1	3%	0	0%
Training	0	0%									0	0%
Other	8	24%	4	12%	7	17%	4	11%	6	19%	0	0%

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	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	23	100%	23	70%	26	63%	36	100%	16	100%	2	33%
Appointment/Hire	1	100%					1	100%			0	0%
Assignment of Duties	3	100%	1	50%	1	100%					1	50%
Awards	1	100%	1	100%	1	100%			1	6%	0	0%
Conversion to Full-time	0	0%	1	100%							0	0%
Disciplinary Action	0	0%					2	100%			0	0%
Demotion	0	0	1	1							0	0%
Reprimand	0	0%			1	100%					0	0%
Suspension	2	67%	4	80%			1	100%			0	0%
Removal	0	0%			1	100%	1	100%			0	0%
Other	0	0%	1	100%							0	0%
Duty Hours	0	0%					1	100%	1	6%	1	50%
Evaluation Appraisal	2	100%	2	100%	2	100%			1	6%	2	100%
Examination/Test	0	0%									0	0%
Harassment	0	0%					5	42%	6	38%	1	50%
Non-Sexual	2	40%	3	75%	5	83%	2	33%	6	38%	1	50%
Sexual	0	0%	2	67%	2	50%	3	50%			0	0%
Medical Examination	0	0%	1	50%	1	100%					0	0%
Pay (Including Overtime)	0	0%					2	100%			0	0%
Promotion/Non-Selection	12	100%	6	100%	6	75%	3	100%	2	13%	0	0%
Reassignment	0	0%									0	0%
Denied	1	100									0	0%
Directed	0	0%			1	50%			1	6%	0	0%
Reasonable Accommodation	1	33%	3	38%	4	40%	2	20%	6	38%	0	0%
Reinstatement	1	100%									0	0%
Retirement	0	0%									0	0%
Termination	0	0%	2	67%	1	50%	3	75%	2	13%	0	0%
Terms/Conditions of Employment	1	25%									1	50%
Time and Attendance	1	100%	2	100%	2	100%			1	6%	0	0%
Training	0	0%									0	0%
Other	5	63%	2	50%	4	57%	1	25%			0	0%

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	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	33	100%	33	100%	41	100%	36	100%	31	100%	6	100%
Findings Without Hearing 704(k)(2)	10	30%	10	30%	15	37%	20	56%	15	100%	4	66%
Appointment/Hire	0	0%			2	100%					0	0%
Assignment of Duties	0	0%	1	50%			1	100%			0	0%
Awards	0	0%									0	0%
Conversion to Full-time	0	0%									0	0%
Disciplinary Action	0	0%									0	0%
Demotion	0	0%									0	0%
Reprimand	0	0%									0	0%
Suspension	1	33%	1	20%							0	0%
Removal	0	0%							1	7%	0	0%
Other	0	0%			1	100%					0	0%
Duty Hours	0	0%									0	0%
Evaluation Appraisal	0	0%					1	100%			0	0%
Examination/Test	0	0%									0	0%
Harassment	0	0%					7	58%			0	0%
Non-Sexual	3	60%	1	25%	1	17%	4	67%	4	27%	0	0%
Sexual	4	100%	1	33%	2	50%	3	50%	2	13%	0	0%
Medical Examination	0	0%	1	50%							0	0%
Pay (Including Overtime)	0	0%	1	100%							1	25%
Promotion/Non-Selection	0	0%			2	25%			1	7%	0	0%
Reassignment	0	0%					1	100%			0	0%
Denied	0	0%									0	0%
Directed	1	100%			1	50%	1	100%	2	13%	0	0%
Reasonable Accommodation	2	67%	5	63%	6	60%	8	80%	4	27%	1	25%
Reinstatement	0	0%									0	0%
Retirement	0	0%									0	0%
Termination	0	0%	1	33%	1	50%	1	25%	2	13%	2	50%
Terms/Conditions of Employment	3	75%									0	0%
Time and Attendance	0	0%									0	0%
Training	0	0%									0	0%
Other	3	37%	2	50%	3	43%	3	75%	6	40%	0	0%

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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					2015
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years 704(l)(1)	1079	1203	1325	1590	1930	3229
Total Complainants 704(l)(2)	969	1078	113	1403	1696	2804
Number complaints pending: 704(l)(3)						
Investigation	2	2	7	3	13	423
ROI issued, pending Complainant's action	7	7	9	6	6	136
Hearing	892	946	1056	1353	1648	2245
Final Agency Action	132	157	134	111	147	299
Appeal with EEOC Office of Federal Operations	46	91	119	116	116	126

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Number Pending Completion of Investigation	571	565	750	817	634	700
Pending Investigations Over Required Time Frames	24	15	45	180	37	53