

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					2014
	2009	2010	2011	2012	2013	
Number of Complaints Filed in FY 1614.704(a)	2232	2199	2369	2347	2047	997
Number of Complainants 1614.704(b)	2051	2083	2198	2165	1934	980
Repeat Filers 1614.704(c)	137	116	147	154	99	17

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Race	1679	1566	873	873	721	357
Color	103	130	67	71	55	40
Religion	147	121	58	83	73	27
Reprisal	1746	1767	869	923	865	389
Sex	1152	1153	609	607	530	288
National Origin	308	347	187	207	166	76
Equal Pay Act	8	12	6	9	11	7
Age	1142	1042	590	578	494	220
Disability	1040	1219	659	666	586	296
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					2014
	2009	2010	2011	2012	2013	
Appointment/Hire	145	79	108	115	66	28
Assignment of Duties	139	154	131	128	101	55
Awards	24	32	18	20	18	8
Conversion to Full-time	2	1	1	1	0	2
Disciplinary Action	365	342	350	410	305	147
Demotion	17	11	15	23	15	7
Reprimand	51	59	57	59	58	23
Suspension	96	87	103	121	101	44
Removal	68	56	69	66	43	19
Other	133	129	106	141	88	54
Duty Hours	58	65	30	53	49	20
Evaluation Appraisal	95	146	171	182	161	87
Examination/Test	3	2	0	1	0	1
Harassment	1780	1734	1101	1175	1058	502
Non-Sexual	1672	1661	1019	1111	984	459
Sexual	108	73	82	64	74	43
Medical Examination	8	14	6	9	7	1
Pay (Including Overtime)	68	87	97	75	100	42
Promotion/Non-Selection	468	440	393	423	343	174
Reassignment	78	88	77	80	77	28
Denied						
Directed						
Reasonable Accommodation	113	131	172	170	186	106
Reinstatement	4	3	1	0	0	0
Retirement	24	30	31	24	22	12
Termination	289	273	225	174	130	97
Terms/Conditions of Employment	68	48	44	8	33	16
Time and Attendance	175	171	153	170	153	85
Training	60	63	69	72	49	22
Other	485	411	311	317	237	118

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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
		Num.	Ave. Days	Num.	Ave.D avs	Num.	Ave.D avs	Num.	Ave.D avs	Num.	Ave.D avs		
		2009		2010		2011		2012		2013			
		All complaints pending in Investigative Stage	1614.704	510	101	571	116.5	564	114.9	751	124.6	818	158.2
All complaints pending in Final Agency Action Stage	(f) (1)	277	448.5	268	500.6	317	503.3	290	511.6	213	535.3	262	524.4
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	267	407.7	261	483.7	301	472.6	276	494.7	197	507.0	249	504.5
Time in Investigation Stage		267	173.8	261	181.5	301	180.3	276	168.3	197	207.2	249	223.5
Time to issue Final Agency Action		425	75	506	*120	465	*125	527	*181	515	125	262	125
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1248	493	1367	554.3	1435	592.4	1521	622.2	1683	714.7	1912	724.8
Time in Investigation Stage		1248	184	1367	181.8	1435	183.0	1521	183.2	1683	201.8	1912	213.4
Time to issue Final Agency Action		322	14	365	14	439	15	399	13	320	14	151	17
* This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 10 days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 115 days.													

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Total Complaints Dismissed by Agency	485	418	556	423	345	157
Average days pending prior to dismissal	53.5	48.7	49.3	57.3	61.4	67.3

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Total Complaints Withdrawn by Complainants	184	178	203	222	62	85

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Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	22	100%	33	100%	33	100%	41	100%	36	100%	17	100%
Appointment/Hire	1	5%	1	3%			2	5%	1	3%		
Assignment of Duties	1	5%	3	9%	2	6%	1	2%	1	3%		
Awards			1	3%	1	3%	1	2%			1	6%
Conversion to Full-time			0	0%	1	3%						
Disciplinary Action			0	0%					2	6%		
Demotion			0	0%	1	3%						
Reprimand			0	0%			1	2%				
Suspension			3	9%	5	15%			1	3%		
Removal			0	0%			1	2%	1	3%		
Other			0	0%	1	3%	1	2%				
Duty Hours			0	0%					1	3%	1	6%
Evaluation Appraisal			2	6%	2	6%	2	5%	1	3%	1	6%
Examination/Test			0	0%								
Harassment			0	0%					12	33%	4	24%
Non-Sexual	1	5%	5	15%	4	12%	6	15%	6	17%	3	18%
Sexual	2	9%	4	12%	3	9%	4	10%	6	17%	1	6%
Medical Examination	1	5%	0	0%	2	6%	1	2%				
Pay (Including Overtime)			0	0%	1	3%			2	6%		
Promotion/Non-Selection	6	27%	12	36%	6	18%	8	20%	3	8%	1	6%
Reassignment			0	0%					1	3%	2	12%
Denied			1	3%					1	3%		
Directed			1	3%			2	5%			2	12%
Reasonable Accommodation	2	9%	3	9%	8	24%	10	24%	10	28%	7	44%
Reinstatement			1	3%								
Retirement			0	0%								
Termination	1	5%	4	12%	3	9%	2	5%	4	11%	3	18%
Terms/Conditions of Employment			1	3%								
Time and Attendance	1	5%	1	3%	2	6%	2	5%			1	6%
Training	1	5%	0	0%								
Other	5	23%	8	24%	4	12%	7	17%	4	11%	4	24%

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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										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	16	73%	23	100%	23	70%	26	63%	36	100%	10	59%
Appointment/Hire			1	100%					1	100%		
Assignment of Duties	1	100%	3	100%	1	50%	1	100%				
Awards			1	100%	1	100%	1	100%			1	100%
Conversion to Full-time			0	0%	1	100%						
Disciplinary Action			0	0%					2	100%		
Demotion			0	0	1	100%						
Reprimand			0	0%			1	100%				
Suspension			2	67%	4	80%			1	100%		
Removal			0	0%			1	100%	1	100%		
Other			0	0%	1	100%						
Duty Hours			0	0%					1	100%	1	100%
Evaluation Appraisal			2	100%	2	100%	2	100%			1	100%
Examination/Test			0	0%								
Harassment			0	0%					5	42%	3	75%
Non-Sexual			2	40%	3	75%	5	83%	2	33%	3	75%
Sexual	1	50%	0	0%	2	67%	2	50%	3	50%		
Medical Examination			0	0%	1	50%	1	100%				
Pay (Including Overtime)			0	0%					2	100%		
Promotion/Non-Selection	6	100%	12	100%	6	100%	6	75%	3	100%	1	100%
Reassignment			0	0%								
Denied			1	100								
Directed			0	0%			1	50%				
Reasonable Accommodation			1	33%	3	38%	4	40%	2	20%	5	71%
Reinstatement			1	100%								
Retirement			0	0%								
Termination	1	100%	0	0%	2	67%	1	50%	3	75%	2	67%
Terms/Conditions of Employment			1	25%								
Time and Attendance	1	100%	1	100%	2	100%	2	100%			1	100%
Training	1	100%	0	0%								
Other	5	83%	5	63%	2	50%	4	57%	1	25%		

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	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	22		33	100%	33	100%	41	100%	36	100%	17	100%
Findings Without Hearing 704(k)(2)	6	27%	10	30%	10	30%	15	37%	20	56%	7	41%
Appointment/Hire	1	100%	0	0%			2	100%				
Assignment of Duties			0	0%	1	50%			1	100%		
Awards			0	0%								
Conversion to Full-time			0	0%								
Disciplinary Action			0	0%								
Demotion			0	0%								
Reprimand			0	0%								
Suspension			1	33%	1	20%						
Removal			0	0%								
Other			0	0%			1	100%				
Duty Hours			0	0%								
Evaluation Appraisal			0	0%					1	100%		
Examination/Test			0	0%								
Harassment			0	0%					7	58%	1	25%
Non-Sexual			3	60%	1	25%	1	17%	4	67%		
Sexual	1	50%	4	100%	1	33%	2	50%	3	50%	1	25%
Medical Examination	1	100%	0	0%	1	50%						
Pay (Including Overtime)			0	0%	1	100%						
Promotion/Non-Selection			0	0%			2	25%				
Reassignment			0	0%					1	100%	2	100%
Denied			0	0%								
Directed			1	100%			1	50%	1	100%	2	100%
Reasonable Accommodation	2	100%	2	67%	5	63%	6	60%	8	80%	2	29%
Reinstatement			0	0%								
Retirement			0	0%								
Termination			0	0%	1	33%	1	50%	1	25%	1	33%
Terms/Conditions of Employment			3	75%								
Time and Attendance			0	0%								
Training			0	0%								
Other	1	17%	3	37%	2	50%	3	43%	3	75%	4	100%

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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					2014
	2009	2010	2011	2012	2013	
Total complaints from previous Fiscal Years 704(l)(1)	862	1079	1203	1325	1590	2502
Total Complainants 704(l)(2)	783	969	1078	113	1403	2189
Number complaints pending: 704(l)(3)						
Investigation	4	2	2	7	3	118
ROI issued, pending Complainant's action	10	7	7	9	6	106
Hearing	706	892	946	1056	1353	1896
Final Agency Action	119	132	157	134	111	256
Appeal with EEOC Office of Federal Operations	23	46	91	119	116	126

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2014
	2009	2010	2011	2012	2013	
Number Pending Completion of Investigation	508	571	565	750	817	713
Pending Investigations Over Required Time Frames	14	24	15	45	180	90