

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	1746
Number of Complainants 1614.704(b)	2083	2198	2165	1934	2013	1695
Repeat Filers 1614.704(c)	116	147	154	99	115	49

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	643
Color	130	67	71	55	101	82
Religion	121	58	83	73	58	51
Reprisal	1767	869	923	865	919	767
Sex	1153	609	607	530	593	503
National Origin	347	187	207	166	160	141
Equal Pay Act	12	6	9	11	20	12
Age	1042	590	578	494	522	403
Disability	1219	659	666	586	635	563
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	49
Assignment of Duties	154	131	128	101	132	172
Awards	32	18	20	18	21	11
Conversion to Full-time	1	1	1	0	3	1
Disciplinary Action	342	350	410	305	346	291
Demotion	11	15	23	15	15	13
Reprimand	59	57	59	58	61	54
Suspension	87	103	121	101	89	84
Removal	56	69	66	43	54	34
Other	129	106	141	88	127	106
Duty Hours	65	30	53	49	50	71
Evaluation Appraisal	146	171	182	161	150	186
Examination/Test	2	0	1	0	1	2
Harassment	1734	1101	1175	1058	1163	1029
Non-Sexual	1661	1019	1111	984	1078	953
Sexual	73	82	64	74	85	76
Medical Examination	14	6	9	7	7	6
Pay (Including Overtime)	87	97	75	100	128	102
Promotion/Non-Selection	440	393	423	343	385	281
Reassignment	88	77	80	77	82	76
Denied						
Directed						
Reasonable Accommodation	131	172	170	186	240	222
Reinstatement	3	1	0	0	1	0
Retirement	30	31	24	22	26	29
Termination	273	225	174	130	161	131
Terms/Conditions of Employment	48	44	8	33	41	39
Time and Attendance	171	153	170	153	194	198
Training	63	69	72	49	60	58
Other	411	311	317	237	277	235

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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.
		Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.Da ys	20
		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	842
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	289
All complaints pending in which Hearing was not requested	1614.704	261	483.7	301	472.6	276	494.7	197	507.0	298	468.8	279
Time in Investigation Stage	(f) (2)											
Time to issue Final Agency Action												
All complaints pending in which a Hearing was requested	1614.704	506	*120	465	*125	527	*181	515	125	523	136	445
Time in Investigation Stage	(f) (3)	1367	554.3	1435	592.4	1521	622.2	1683	714.7	2180	722.4	2349
Time to issue Final Agency Action		1367	181.8	1435	183.0	1521	183.2	1683	201.8	2180	206.2	2349
		365	14	439	15	399	13	320	14	287	17	220

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	211
Average days pending prior to dismissal	48.74	49.3	57.3	61.4	58.0	50.2

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	178	203	222	62	179	106

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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%	25	100%
Appointment/Hire	1	3%			2	5%	1	3%				
Assignment of Duties	3	9%	2	6%	1	2%	1	3%			2	8%
Awards	1	3%	1	3%	1	2%			1	3%		
Conversion to Full-time	0	0%	1	3%								
Disciplinary Action	0	0%					2	6%				
Demotion	0	0%	1	3%								
Reprimand	0	0%			1	2%					2	8%
Suspension	3	9%	5	15%			1	3%			2	8%
Removal	0	0%			1	2%	1	3%	1	3%		
Other	0	0%	1	3%	1	2%					1	4%
Duty Hours	0	0%					1	3%	1	3%	2	8%
Evaluation Appraisal	2	6%	2	6%	2	5%	1	3%	1	3%	5	20%
Examination/Test	0	0%										
Harassment	0	0%					12	33%	11	35%	10	40%
Non-Sexual	5	15%	4	12%	6	15%	6	17%	9	29%	8	32%
Sexual	4	12%	3	9%	4	10%	6	17%	2	6%	2	8%
Medical Examination	0	0%	2	6%	1	2%						
Pay (Including Overtime)	0	0%	1	3%			2	6%			3	12%
Promotion/Non-Selection	12	36%	6	18%	8	20%	3	8%	3	10%	3	12%
Reassignment	0	0%					1	3%				
Denied	1	3%					1	3%				
Directed	1	3%			2	5%			3	10%		
Reasonable Accommodation	3	9%	8	24%	10	24%	10	28%	10	32%	4	16%
Reinstatement	1	3%										
Retirement	0	0%										
Termination	4	12%	3	9%	2	5%	4	11%	4	13%	2	8%
Terms/Conditions of Employment	1	3%									2	8%
Time and Attendance	1	3%	2	6%	2	5%			1	3%	1	4%
Training	0	0%										
Other	8	24%	4	12%	7	17%	4	11%	6	19%	3	12%

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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%	11	100%
Appointment/Hire	1	100%					1	100%				
Assignment of Duties	3	100%	1	50%	1	100%					2	18%
Awards	1	100%	1	100%	1	100%			1	6%		
Conversion to Full-time	0	0%	1	100%								
Disciplinary Action	0	0%					2	100%				
Demotion	0	0	1	1								
Reprimand	0	0%			1	100%						
Suspension	2	67%	4	80%			1	100%			1	9%
Removal	0	0%			1	100%	1	100%				
Other	0	0%	1	100%							1	9%
Duty Hours	0	0%					1	100%	1	6%	1	9%
Evaluation Appraisal	2	100%	2	100%	2	100%			1	6%	5	45%
Examination/Test	0	0%										
Harassment	0	0%					5	42%	6	38%	4	36%
Non-Sexual	2	40%	3	75%	5	83%	2	33%	6	38%	4	36%
Sexual	0	0%	2	67%	2	50%	3	50%				
Medical Examination	0	0%	1	50%	1	100%						
Pay (Including Overtime)	0	0%					2	100%			1	9%
Promotion/Non-Selection	12	100%	6	100%	6	75%	3	100%	2	13%	2	18%
Reassignment	0	0%										
Denied	1	100										
Directed	0	0%			1	50%			1	6%		
Reasonable Accommodation	1	33%	3	38%	4	40%	2	20%	6	38%	1	9%
Reinstatement	1	100%										
Retirement	0	0%										
Termination	0	0%	2	67%	1	50%	3	75%	2	13%		
Terms/Conditions of Employment	1	25%									1	9%
Time and Attendance	1	100%	2	100%	2	100%			1	6%		
Training	0	0%										
Other	5	63%	2	50%	4	57%	1	25%			1	9%

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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%	25	100%
Findings Without Hearing 704(k)(2)	10	30%	10	30%	15	37%	20	56%	15	100%	14	100%
Appointment/Hire	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%									2	14%
Suspension	1	33%	1	20%							1	7%
Removal	0	0%							1	7%		
Other	0	0%			1	100%						
Duty Hours	0	0%									1	7%
Evaluation Appraisal	0	0%					1	100%				
Examination/Test	0	0%										
Harassment	0	0%					7	58%			6	42%
Non-Sexual	3	60%	1	25%	1	17%	4	67%	4	27%	4	28%
Sexual	4	100%	1	33%	2	50%	3	50%	2	13%	2	14%
Medical Examination	0	0%	1	50%								
Pay (Including Overtime)	0	0%	1	100%							2	14%
Promotion/Non-Selection	0	0%			2	25%			1	7%	1	7%
Reassignment	0	0%					1	100%				
Denied	0	0%										
Directed	1	100%			1	50%	1	100%	2	13%		
Reasonable Accommodation	2	67%	5	63%	6	60%	8	80%	4	27%	3	21%
Reinstatement	0	0%										
Retirement	0	0%										
Termination	0	0%	1	33%	1	50%	1	25%	2	13%	2	14%
Terms/Conditions of Employment	3	75%									1	7%
Time and Attendance	0	0%									1	7%
Training	0	0%										
Other	3	37%	2	50%	3	43%	3	75%	6	40%	2	14%

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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	2718
Total Complainants 704(l)(2)	969	1078	113	1403	1696	2358
Number complaints pending: 704(l)(3)						
Investigation	2	2	7	3	13	37
ROI issued, pending Complainant's action	7	7	9	6	6	20
Hearing	892	946	1056	1353	1648	2128
Final Agency Action	132	157	134	111	147	211
Appeal with EEOC Office of Federal Operations	46	91	119	116	116	322

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	842
Pending Investigations Over Required Time Frames	24	15	45	180	37	100

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Ave. Days
15
142.9
561.7
551.8
194.1
146
800.4
202.2
11

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