

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					2016
	2011	2012	2013	2014	2015	
Number of Complaints Filed in FY 1614.704(a)	2369	2347	2047	2139	2397	1334
Number of Complainants 1614.704(b)	2198	2165	1934	2013	2280	1310
Repeat Filers 1614.704(c)	147	154	99	115	107	22

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2016
	2011	2012	2013	2014	2015	
Race	873	873	721	787	891	470
Color	67	71	55	101	114	72
Religion	58	83	73	58	73	48
Reprisal	869	923	865	919	1040	530
Sex	609	607	530	593	699	372
National Origin	187	207	166	160	184	99
Equal Pay Act	6	9	11	20	15	13
Age	590	578	494	522	572	327
Disability	659	666	586	635	766	447
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					2016
	2011	2012	2013	2014	2015	
Appointment/Hire	108	115	66	63	78	30
Assignment of Duties	131	128	101	132	237	104
Awards	18	20	18	21	13	10
Conversion to Full-time	1	1	0	3	1	0
Disciplinary Action	350	410	305	346	414	208
Demotion	15	23	15	15	14	4
Reprimand	57	59	58	61	68	36
Suspension	103	121	101	89	127	56
Removal	69	66	43	54	42	19
Other	106	141	88	127	163	93
Duty Hours	30	53	49	50	94	38
Evaluation Appraisal	171	182	161	150	223	153
Examination/Test	0	1	0	1	2	3
Harassment	1101	1175	1058	1163	1409	725
Non-Sexual	1019	1111	984	1078	1312	685
Sexual	82	64	74	85	97	40
Medical Examination	6	9	7	7	8	0
Pay (Including Overtime)	97	75	100	128	135	80
Promotion/Non-Selection	393	423	343	385	390	231
Reassignment	77	80	77	82	101	63
Denied				15	31	11
Directed				67	70	52
Reasonable Accommodation	172	170	186	240	307	156
Reinstatement	1	0	0	1	0	2
Retirement	31	24	22	26	35	24
Termination	225	174	130	161	179	94
Terms/Conditions of Employment	44	8	33	41	47	16
Time and Attendance	153	170	153	194	272	138
Training	69	72	49	60	85	37
Other	311	317	237	277	301	174

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29 CFR §1614.704(f)		Previous Fiscal Year Data										Num.
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.Da ys	20
		2011		2012		2013		2014		2015		
All complaints pending in Investigative Stage	1614.704	564	114.9	751	124.6	818	158.2	634	125.1	938	142.4	890
All complaints pending in Final Agency Action Stage	(f) (1)	317	503.3	290	511.6	213	535.3	311	478.1	208	665.3	307
All complaints pending in which Hearing was not requested	1614.704											
	(f) (2)	301	472.6	276	494.7	197	507.0	298	468.8	195	654.7	298
Time in Investigation Stage		301	180.3	276	168.3	197	207.2	298	203.3	195	196.4	298
Time to issue Final Agency Action		465	*125	527	*181	515	125	523	136	659	139	291
All complaints pending in which a Hearing was requested	1614.704											
	(f) (3)	1435	592.4	1521	622.2	1683	714.7	2180	722.4	2387	832.1	2647
Time in Investigation Stage		1435	183	1521	183.2	1683	201.8	2180	206.2	2387	204.4	2647
Time to issue Final Agency Action		439	15	399	13	320	14	287	17	266	10	133

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2016
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	556	423	345	283	291	208
Average days pending prior to dismissal	49.27	57.3	61.4	58.0	51.9	54.1

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2016
	2011	2012	2013	2014	2015	
Total Complaints Withdrawn by Complainants	203	222	62	179	143	92

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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										2016	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	33	100%	41	100%	36	100%	31	100%	33	100%	20	100%
Appointment/Hire			2	5%	1	3%					1	5%
Assignment of Duties	2	6%	1	2%	1	3%			2	6%	1	5%
Awards	1	3%	1	2%			1	3%				
Conversion to Full-time	1	3%							1	3%		
Disciplinary Action					2	6%						
Demotion	1	3%							1	3%		
Reprimand			1	2%					2	6%		
Suspension	5	15%			1	3%			2	6%		
Removal			1	2%	1	3%	1	3%				
Other	1	3%	1	2%					1	3%		
Duty Hours					1	3%	1	3%	2	6%	1	5%
Evaluation Appraisal	2	6%	2	5%	1	3%	1	3%	7	21%	1	5%
Examination/Test												
Harassment					12	33%	11	35%	11	33%	11	55%
Non-Sexual	4	12%	6	15%	6	17%	9	29%	10	30%	5	25%
Sexual	3	9%	4	10%	6	17%	2	6%	2	6%	6	30%
Medical Examination	2	6%	1	2%								
Pay (Including Overtime)	1	3%			2	6%			3	9%	2	10%
Promotion/Non-Selection	6	18%	8	20%	3	8%	3	10%	3	9%	2	10%
Reassignment					1	3%						
Denied					1	3%			1	3%		
Directed			2	5%			3	10%	1	3%	2	10%
Reasonable Accommodation	8	24%	10	24%	10	28%	10	32%	5	15%	4	20%
Reinstatement												
Retirement												
Termination	3	9%	2	5%	4	11%	4	13%	2	6%	2	10%
Terms/Conditions of Employment									2	6%	1	5%
Time and Attendance	2	6%	2	5%			1	3%	1	3%		
Training									1	3%		
Other	4	12%	7	17%	4	11%	6	19%	3	9%	3	15%

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	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2016	
		2011		2012		2013		2014		2015			
		#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	23	70%	26	63%	36	100%	16	100%	12	100%	10	100%	
Appointment/Hire					1	100%					1	10%	
Assignment of Duties	1	50%	1	100%					2	17%	1	10%	
Awards	1	100%	1	100%			1	6%					
Conversion to Full-time	1	100%											
Disciplinary Action					2	100%							
Demotion	1	1											
Reprimand			1	100%									
Suspension	4	80%			1	100%			1	8%			
Removal			1	100%	1	100%							
Other	1	100%							1	8%			
Duty Hours					1	100%	1	6%	1	8%	1	10%	
Evaluation Appraisal	2	100%	2	100%			1	6%	7	58%	1	10%	
Examination/Test													
Harassment					5	42%	6	38%	7	58%	5	50%	
Non-Sexual	3	75%	5	83%	2	33%	6	38%	7	58%	5	50%	
Sexual	2	67%	2	50%	3	50%					3	30%	
Medical Examination	1	50%	1	100%									
Pay (Including Overtime)					2	100%			1	8%	1	10%	
Promotion/Non-Selection	6	100%	6	75%	3	100%	2	13%	2	17%	2	20%	
Reassignment													
Denied													
Directed			1	50%			1	6%	1	8%	1	10%	
Reasonable Accommodation	3	38%	4	40%	2	20%	6	38%	2	17%	1	10%	
Reinstatement													
Retirement													
Termination	2	67%	1	50%	3	75%	2	13%			1	10%	
Terms/Conditions of Employment									1	8%	1	10%	
Time and Attendance	2	100%	2	100%			1	6%					
Training									1	8%			
Other	2	50%	4	57%	1	25%			1	8%	2	20%	

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Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	33	100%	41	100%	36	100%	31	100%	33	100%	20	100%
Findings Without Hearing 704(k)(2)	10	30%	15	37%	20	56%	15	100%	21	100%	10	50%
Appointment/Hire			2	100%								
Assignment of Duties	1	50%			1	100%						
Awards												
Conversion to Full-time									1	5%		
Disciplinary Action												
Demotion									1	5%		
Reprimand									2	10%		
Suspension	1	20%							1	5%		
Removal							1	7%				
Other			1	100%								
Duty Hours									1	5%		
Evaluation Appraisal					1	100%						
Examination/Test												
Harassment					7	58%			6	29%	3	15%
Non-Sexual	1	25%	1	17%	4	67%	4	27%	4	19%		
Sexual	1	33%	2	50%	3	50%	2	13%	2	10%	3	15%
Medical Examination	1	50%										
Pay (Including Overtime)	1	100%							2	10%	1	5%
Promotion/Non-Selection			2	25%			1	7%	1	5%		
Reassignment					1	100%						
Denied									1	5%		
Directed			1	50%	1	100%	2	13%			1	5%
Reasonable Accommodation	5	63%	6	60%	8	80%	4	27%	3	14%	3	15%
Reinstatement												
Retirement												
Termination	1	33%	1	50%	1	25%	2	13%	2	10%	1	5%
Terms/Conditions of Employment									1	5%		
Time and Attendance									1	5%		
Training												
Other	2	50%	3	43%	3	75%	6	40%	2	10%	1	5%

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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					2016
	2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years 704(l)(1)	1203	1325	1590	1930	2429	3627
Total Complainants 704(l)(2)	1078	113	1403	1696	2106	3120
Number complaints pending: 704(l)(3)						
Investigation	2	7	3	13	11	185
ROI issued, pending Complainant's action	7	9	6	6	13	152
Hearing	946	1056	1353	1648	1946	2615
Final Agency Action	157	134	111	147	129	297
Appeal with EEOC Office of Federal Operations	91	119	116	116	330	372

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2016
	2011	2012	2013	2014	2015	
Number Pending Completion of Investigation	565	750	817	634	938	886
Pending Investigations Over Required Time Frames	15	45	180	37	109	144

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Ave. Days
16
153.0
602.6
592.8
206.9
113
844.6
209.0
7

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