

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	1942
Number of Complainants 1614.704(b)	2198	2165	1934	2013	2280	1878
Repeat Filers 1614.704(c)	147	154	99	115	107	60

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	693
Color	67	71	55	101	114	100
Religion	58	83	73	58	73	67
Reprisal	869	923	865	919	1040	801
Sex	609	607	530	593	699	539
National Origin	187	207	166	160	184	156
Equal Pay Act	6	9	11	20	15	20
Age	590	578	494	522	572	484
Disability	659	666	586	635	766	636
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	42
Assignment of Duties	131	128	101	132	237	160
Awards	18	20	18	21	13	13
Conversion to Full-time	1	1	0	3	1	0
Disciplinary Action	350	410	305	346	414	306
Demotion	15	23	15	15	14	6
Reprimand	57	59	58	61	68	45
Suspension	103	121	101	89	127	84
Removal	69	66	43	54	42	31
Other	106	141	88	127	163	140
Duty Hours	30	53	49	50	94	58
Evaluation Appraisal	171	182	161	150	223	210
Examination/Test	0	1	0	1	2	3
Harassment	1101	1175	1058	1163	1409	1084
Non-Sexual	1019	1111	984	1078	1312	1026
Sexual	82	64	74	85	97	58
Medical Examination	6	9	7	7	8	3
Pay (Including Overtime)	97	75	100	128	135	111
Promotion/Non-Selection	393	423	343	385	390	333
Reassignment	77	80	77	82	101	88
Denied				15	31	15
Directed				67	70	73
Reasonable Accommodation	172	170	186	240	307	216
Reinstatement	1	0	0	1	0	2
Retirement	31	24	22	26	35	34
Termination	225	174	130	161	179	143
Terms/Conditions of Employment	44	8	33	41	47	23
Time and Attendance	153	170	153	194	272	216
Training	69	72	49	60	85	63
Other	311	317	237	277	301	259

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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. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	2016	
		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	961	155.0
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	317	646.4
All complaints pending in which Hearing was not requested	1614.704	301	472.6	276	494.7	197	507.0	298	468.8	195	654.7	306	632.6
Time in Investigation Stage	(f) (2)	301	180.3	276	168.3	197	207.2	298	203.3	195	196.4	306	212.5
Time to issue Final Agency Action		465	*125	527	*181	515	125	523	136	659	139	417	114
All complaints pending in which a Hearing was requested	1614.704	1435	592.4	1521	622.2	1683	714.7	2180	722.4	2387	832.1	2813	854.3
Time in Investigation Stage	(f) (3)	1435	183	1521	183.2	1683	201.8	2180	206.2	2387	204.4	2813	210.0
Time to issue Final Agency Action		439	15	399	13	320	14	287	17	266	10	198	7

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	281
Average days pending prior to dismissal	49.27	57.3	61.4	58.0	51.9	55.7

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2016
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2011	2012	2013	2014	2015	
Total Complaints Withdrawn by Complainants	203	222	62	179	143	131

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
Total Final Agency Actions Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	33	1	41	1	36	100%	31	100%	33	100%	31	100%
Without Hearing 704(h)(2)	10	30%	15	37%	20	56%	15	48%	21	64%	14	45%
With Hearing 704(h)(3)	23	70%	26	63%	16	44%	16	52%	12	36%	17	55%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	33	1	41	100%	36	100%	31	100%	33	100%	31	100%
Race	3	9%	3	7%	4	11%	7	23%	8	24%	2	6%
Color	1	3%	1	2%			1	3%			1	3%
Religion	1	3%			2	6%			1	3%	1	3%
Reprisal	14	42%	15	37%	13	36%	14	45%	15	45%	16	52%
Sex	6	18%	10	24%	7	19%	5	16%	5	15%	8	26%
National Origin					2	6%	1	3%	1	3%		
Equal Pay Act												
Age	2	6%	3	7%	1	3%	2	6%	2	6%	3	10%
Disability	11	33%	19	46%	9	25%	12	39%	9	27%	13	42%
Non-EEO	0	0%										

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2016	
	2011		2012		2013		2014		2015			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	23	70%	26	63%	16	44%	16	100%	12	100%	17	100%
Race	3	100%	2	67%	2	50%	3	19%	6	50%	2	12%
Color	1	100%	1	100%			1	6%			1	6%
Religion					1	50%					1	6%
Reprisal	11	79%	12	75%	5	38%	7	44%	8	67%	10	60%
Sex	5	83%	7	70%	4	57%	3	19%	2	17%	4	23%
National Origin					1	50%						
Equal Pay Act												
Age	2	100%	2	67%	1	100%	1	6%	2	17%	3	18%

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29 CFR §1614.704(k)	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%	31	100%
Appointment/Hire			2	5%	1	3%					2	6%
Assignment of Duties	2	6%	1	2%	1	3%			2	6%	1	3%
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%	1	3%
Removal			1	2%	1	3%	1	3%				
Other	1	3%	1	2%					1	3%		
Duty Hours					1	3%	1	3%	2	6%	1	3%
Evaluation Appraisal	2	6%	2	5%	1	3%	1	3%	7	21%	1	3%
Examination/Test												
Harassment					12	33%	11	35%	11	33%	15	48%
Non-Sexual	4	12%	6	15%	6	17%	9	29%	10	30%	8	26%
Sexual	3	9%	4	10%	6	17%	2	6%	2	6%	7	23%
Medical Examination	2	6%	1	2%							1	3%
Pay (Including Overtime)	1	3%			2	6%			3	9%	2	6%
Promotion/Non-Selection	6	18%	8	20%	3	8%	3	10%	3	9%	4	13%
Reassignment					1	3%						
Denied					1	3%			1	3%		
Directed			2	5%			3	10%	1	3%	3	10%
Reasonable Accommodation	8	24%	10	24%	10	28%	10	32%	5	15%	6	19%
Reinstatement												
Retirement												
Termination	3	9%	2	5%	4	11%	4	13%	2	6%	3	10%
Terms/Conditions of Employment									2	6%	3	10%
Time and Attendance	2	6%	2	5%			1	3%	1	3%	1	3%
Training									1	3%		
Other	4	12%	7	17%	4	11%	6	19%	3	9%	7	23%

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	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%	17	100%
Appointment/Hire					1	100%					1	6%
Assignment of Duties	1	50%	1	100%					2	17%	1	6%
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%	1	6%
Removal			1	100%	1	100%						
Other	1	100%							1	8%		
Duty Hours					1	100%	1	6%	1	8%	1	6%
Evaluation Appraisal	2	100%	2	100%			1	6%	7	58%	1	6%
Examination/Test												
Harassment					5	42%	6	38%	7	58%	11	65%
Non-Sexual	3	75%	5	83%	2	33%	6	38%	7	58%	7	41%
Sexual	2	67%	2	50%	3	50%					4	24%
Medical Examination	1	50%	1	100%							1	6%
Pay (Including Overtime)					2	100%			1	8%	1	6%
Promotion/Non-Selection	6	100%	6	75%	3	100%	2	13%	2	17%	3	18%
Reassignment												
Denied												
Directed			1	50%			1	6%	1	8%	1	6%
Reasonable Accommodation	3	38%	4	40%	2	20%	6	38%	2	17%	2	12%
Reinstatement												
Retirement												
Termination	2	67%	1	50%	3	75%	2	13%			2	12%
Terms/Conditions of Employment									1	8%	2	12%
Time and Attendance	2	100%	2	100%			1	6%			1	6%
Training									1	8%		
Other	2	50%	4	57%	1	25%			1	8%	2	12%

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29 CFR §1614.704(k)	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%	31	100%
Findings Without Hearing 704(k)(2)	10	30%	15	37%	20	56%	15	100%	21	100%	14	45%
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%	4	29%
Non-Sexual	1	25%	1	17%	4	67%	4	27%	4	19%	1	7%
Sexual	1	33%	2	50%	3	50%	2	13%	2	10%	3	21%
Medical Examination	1	50%										
Pay (Including Overtime)	1	100%							2	10%	1	7%
Promotion/Non-Selection			2	25%			1	7%	1	5%	1	7%
Reassignment					1	100%						
Denied									1	5%		
Directed			1	50%	1	100%	2	13%			2	14%
Reasonable Accommodation	5	63%	6	60%	8	80%	4	27%	3	14%	4	29%
Reinstatement												
Retirement												
Termination	1	33%	1	50%	1	25%	2	13%	2	10%	1	7%
Terms/Conditions of Employment									1	5%	1	7%
Time and Attendance									1	5%		

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Training												
Other	2	50%	3	43%	3	75%	6	40%	2	10%	5	36%

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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	3344
Total Complainants 704(l)(2)	1078	113	1403	1696	2106	2885
Number complaints pending: 704(l)(3)						
Investigation	2	7	3	13	11	39
ROI issued, pending Complainant's action	7	9	6	6	13	52
Hearing	946	1056	1353	1648	1946	2623
Final Agency Action	157	134	111	147	129	259
Appeal with EEOC Office of Federal Operations	91	119	116	116	330	359

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	958
Pending Investigations Over Required Time Frames	15	45	180	37	109	140