

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(a) - (c)	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)	1900	2036	2041	1768	1848	2111
Number of Complainants 1614.704(b)	1794	1893	1881	1672	1736	2013
Repeat Filers 1614.704(c)	102	123	138	87	101	93

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	1365	740	743	626	678	784
Color	104	55	63	44	92	101
Religion	105	51	77	68	50	69
Reprisal	1577	756	799	763	799	903
Sex	1014	501	534	455	494	618
National Origin	97	169	192	148	141	169
Equal Pay Act	11	6	9	9	20	15
Age	887	494	493	431	445	503
Disability	1009	539	547	471	506	642
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	75	97	98	53	52	71
Assignment of Duties	136	113	117	85	113	216
Awards	25	12	17	13	20	12
Conversion to Full-time	1	1	1	0	2	1
Disciplinary Action	295	292	363	258	290	354
Demotion	8	12	20	11	14	13
Reprimand	49	47	54	48	49	50
Suspension	79	87	112	85	77	115
Removal	47	57	55	36	45	36
Other	112	89	122	78	105	140
Duty Hours	64	29	48	45	49	89
Evaluation Appraisal	126	151	158	139	133	198
Examination/Test	1	0	1	0	1	2
Harassment	1557	945	1035	930	1013	1253
Non-Sexual	1491	873	980	862	941	1166
Sexual	66	72	55	68	72	87
Medical Examination	13	6	9	6	7	8
Pay (Including Overtime)	82	89	66	86	125	130
Promotion/Non-Selection	387	321	359	293	327	331
Reassignment	83	74	74	70	68	91
Denied						
Directed						
Reasonable Accommodation	109	130	134	140	174	247
Reinstatement	3	1	0	0	0	0
Retirement	24	24	21	22	18	32
Termination	215	178	149	111	132	159
Terms/Conditions of Employment	43	41	45	26	31	45
Time and Attendance	153	136	149	130	161	243
Training	51	58	62	43	49	77
Other	349	267	280	202	233	271

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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. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days		
		2010		2011		2012		2013		2014			
All complaints pending in Investigative Stage	1614.704	488	117.3	489	115.4	664	124.9	715	156.4	545	121.6	825	140.1
All complaints pending in Final Agency Action Stage	(f) (1)	235	498.9	270	503.4	243	513.5	182	532.1	262	486.7	180	657.7
All complaints pending in which Hearing was not requested	1614.704 (f) (2)	230	489.4	259	473.6	234	494.1	172	511.3	251	478.4	172	644.9
Time in Investigation Stage		230	182.1	259	180.6	234	169.4	172	208.2	251	202.2	172	195.1
Time to issue Final Agency Action		453	120	409	*124	464	*179	455	126	413	136	592	140
All complaints pending in which a Hearing was requested	1614.704 (f) (3)	1177	556.7	1234	595.8	1311	625.8	1482	716.9	1912	728.2	2077	838.2
Time in Investigation Stage		1177	183.2	1234	183.9	1311	184.3	1482	202.2	1912	205.8	2077	204.4
Time to issue Final Agency Action		323	14	393	15	362	12	286	14	250	17	240	10

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	367	489	368	296	246	253
Average days pending prior to dismissal	48.37	48.2	57.2	59.8	56.7	52.4

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	162	180	193	58	155	129

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29 CFR §1614.704(i) Total Final Agency Actions Finding Discrimination	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(h)(1)	28	100%	31	100%	33	100%	31	100%	26	100%	31	100%
Without Hearing 704(h)(2)	9	32%	10	32%	11	33%	18	59%	13	50%	19	61%
With Hearing 704(h)(3)	19	68%	21	68%	22	67%	13	41%	13	50%	12	39%

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(j)(1)	28	100%	31	100%	33	100%	31	100%	26	100%	31	100%
Race	4	11%	3	10%	2	6%	4	13%	6	23%	6	19%
Color					1	3%			1	4%		
Religion			1	3%			1	3%			1	3%
Reprisal	10	36%	14	45%	15	45%	11	34%	12	46%	13	42%
Sex	7	25%	5	16%	8	24%	7	22%	5	19%	5	16%
National Origin	2	7%					1	3%	1	4%	1	3%
Equal Pay Act												
Age	3	11%	2	6%	3	9%	1	3%			2	6%
Disability	7	25%	11	35%	13	39%	8	25%	10	38%	6	19%
Non-EEO												

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
#	%	#	%	#	%	#	%	#	%	#	%	
Number Findings Rendered After Hearing 704(j)(3)	19	68%	21	68%	22	67%	13	41%	13	100%	12	100%
Race	3	75%	3	100%	1	50%	2	50%	3	23%	5	42%
Color					1	100%			1	8%		
Religion												
Reprisal	6	60%	11	79%	11	73%	3	30%	5	38%	7	58%
Sex	3	43%	4	80%	5	63%	5	63%	3	23%	2	17%
National Origin	2	100%					1	50%				
Equal Pay Act												
Age	2	67%	2	100%	2	67%	1	100%	1	8%	2	17%
Disability	5	71%	4	36%	9	69%	2	22%	6	46%	2	17%

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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)	28	100%	31	100%	33	100%	31	100%	26	100%	31	100%
Appointment/Hire	1	4%			2	6%	1	3%				
Assignment of Duties	3	11%	2	6%	1	3%					2	6%
Awards	1	4%	1	3%	1	3%			1	4%		
Conversion to Full-time			1	3%							1	3%
Disciplinary Action							2	6%				
Demotion			1	3%							1	3%
Reprimand					2	6%	1	3%			3	10%
Suspension	1	4%	5	16%							1	3%
Removal					1	3%	1	3%	1	4%		
Other			1	3%	1	3%					1	3%
Duty Hours					2	6%	1	3%	1	4%	2	6%
Evaluation Appraisal	1	4%	2	6%			1	3%	1	4%	6	19%
Examination/Test												
Harassment							12	38%	7	27%	10	32%
Non-Sexual	5	18%	3	10%	5	15%	6	19%	7	27%	8	26%
Sexual	4	14%	3	10%	4	12%	6	19%	2	8%	2	6%
Medical Examination			2	6%	1	3%						
Pay (Including Overtime)	1	4%	1	3%			2	6%			3	10%
Promotion/Non-Selection	8	29%	5	16%	6	18%	3	9%	2	8%	2	6%
Reassignment							1	3%				
Denied	1	4%									1	3%
Directed	1	4%			2	6%	1	3%	3	12%	1	3%
Reasonable Accommodation	3	11%	8	26%	6	18%	9	28%	8	31%	3	10%
Reinstatement	1	4%										
Retirement												
Termination	7	25%	3	10%	2	6%	2	6%	3	12%	2	6%
Terms/Conditions of Employment	1	4%									2	6%
Time and Attendance	1	4%	2	6%	2	6%			1	4%	1	3%
Training												
Other	4	14%	4	13%	5	15%	3	9%	6	23%	2	6%

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	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2015	
		2010		2011		2012		2013		2014			
		#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	19		21	68%	22	67%	13	41%	13	100%	12	100%	
Appointment/Hire							1	100%					
Assignment of Duties	3	100%	1	50%	1	100%					2	19%	
Awards	1	100%	1	100%	1	100%			1	8%			
Conversion to Full-time			1	100%									
Disciplinary Action							2	100%					
Demotion			1	100%				100%					
Reprimand													
Suspension			4	80%			1	100%			1	9%	
Removal					1	100%	1	100%					
Other											1	9%	
Duty Hours							1	100%	1	8%	1	9%	
Evaluation Appraisal	1	100%	2	100%	2	100%			1	8%	5	49%	
Examination/Test													
Harassment							5	42%			5	49%	
Non-Sexual	2	40%	2	67%	4	80%	2	33%	4	31%	5	49%	
Sexual	0	0%	2	67%	2	50%	3	50%					
Medical Examination			1	50%	1	100%							
Pay (Including Overtime)							2	100%			1	9%	
Promotion/Non-Selection	8	100%	5	100%	5	83%	3	100%	1	8%	1	9%	
Reassignment													
Denied													
Directed					1	50%			1	8%	1	9%	
Reasonable Accommodation	1	33%	3	38%	3	50%	1	11%	6	46%	1	9%	
Reinstatement	1	100%											
Retirement													
Termination	4	57%	2	67%	1	50%	1	50%	1	8%			
Terms/Conditions of Employment	1	100%									2	19%	
Time and Attendance	1	100%	2	100%					1	8%			
Training													
Other	4	57%	2	50%	3	60%	1	33%					

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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)			31	100%	33	100%	31	100%	26	100%	31	100%
Findings Without Hearing 704(k)(2)			10	32%	11	33%	18	59%	13	100%	19	100%
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	11%
Suspension	1	100%	1	20%								
Removal									1	8%		
Other					1	100%						
Duty Hours											1	5%
Evaluation Appraisal							1	100%				
Examination/Test												
Harassment							7	58%				
Non-Sexual	3	60%	1	33%	1	20%	4	67%	3	23%	3	16%
Sexual	4	100%	1	33%	2	50%	3	50%	2	15%	2	11%
Medical Examination			1	50%								
Pay (Including Overtime)			1	100%							2	11%
Promotion/Non-Selection					1	17%			1	8%	1	5%
Reassignment							1	100%				
Denied											1	5%
Directed	1				1	50%	1	100%	2	15%		
Reasonable Accommodation	2	67%	5	63%	3	50%	8	89%	2	15%	2	11%
Reinstatement												
Retirement												
Termination	3	43%	1	33%	1	50%	1	50%	2	15%	2	11%
Terms/Conditions of Employment												
Time and Attendance											1	5%
Training												
Other	3	43%	2	50%	2	40%	2	67%	6	46%	2	11%

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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)	937	1033	1139	1395	1695	2089
Total Complainants 704(l)(2)	837	925	1017	1228	1485	1802
Number complaints pending: 704(l)(3)						
Investigation	1	2	7	2	8	5
ROI issued, pending Complainant's action	6	5	9	6	6	10
Hearing	770	812	904	1189	1454	1688
Final Agency Action	117	134	111	94	125	111
Appeal with EEOC Office of Federal Operations	43	80	108	103	102	275

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	488	490	665	714	545	825
Pending Investigations Over Required Time Frames	21	15	42	151	28	94