

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					2014
	2009	2010	2011	2012	2013	
Number of Complaints Filed in FY 1614.704(a)	1947	1900	2036	2041	1768	432
Number of Complainants 1614.704(b)	1795	1794	1893	1881	1672	429
Repeat Filers 1614.704(c)	123	102	123	138	87	3

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	1387	1365	740	743	626	164
Color	87	104	55	63	44	19
Religion	135	105	51	77	68	5
Reprisal	1551	1577	756	799	763	159
Sex	956	1014	501	534	455	126
National Origin	91	97	169	192	148	32
Equal Pay Act	6	11	6	9	9	5
Age	941	887	494	493	431	97
Disability	857	1009	539	547	471	113
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	134	75	97	98	53	9
Assignment of Duties	123	136	113	117	85	23
Awards	19	25	12	17	13	1
Conversion to Full-time	2	1	1	1	0	1
Disciplinary Action	322	295	292	363	258	70
Demotion	14	8	12	20	11	1
Reprimand	47	49	47	54	48	11
Suspension	88	79	87	112	85	23
Removal	56	47	57	55	36	7
Other	117	112	89	122	78	28
Duty Hours	54	64	29	48	45	11
Evaluation Appraisal	80	126	151	158	139	28
Examination/Test	3	1	0	1	0	1
Harassment	1566	1557	945	1035	930	221
Non-Sexual	1475	1491	873	980	862	201
Sexual	91	66	72	55	68	20
Medical Examination	7	13	6	9	6	1
Pay (Including Overtime)	64	82	89	66	86	15
Promotion/Non-Selection	392	387	321	359	293	72
Reassignment	67	83	74	74	70	11
Denied						
Directed						
Reasonable Accommodation	95	109	130	134	140	36
Reinstatement	4	3	1	0	0	0
Retirement	21	24	24	21	22	5
Termination	242	215	178	149	111	48
Terms/Conditions of Employment	67	43	41	45	26	9
Time and Attendance	153	153	136	149	130	37
Training	49	51	58	62	43	6
Other	424	349	267	280	202	39

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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	2014	
		2009		2010		2011		2012		2013			
		All complaints pending in Investigative Stage	1614.704	485	115.8	488	117.3	489	115.4	664	124.9	715	156.4
All complaints pending in Final Agency Action Stage	(f) (1)	155	434	235	498.9	270	503.4	243	513.5	182	532.1	198	529.6
All complaints pending in which Hearing was not requested	1614.704 (f) (2)	501	262	230	489.4	259	473.6	234	494.1	172	511.3	191	514.1
Time in Investigation Stage		501	192.8	230	182.1	259	180.6	234	169.4	172	208.2	191	222.9
Time to issue Final Agency Action		501	69	453	120	409	*124	464	*179	455	126	119	139
All complaints pending in which a Hearing was requested	1614.704 (f) (3)	265	201	1177	556.7	1234	595.8	1311	625.8	1482	716.9	1543	724.5
Time in Investigation Stage		265	193.6	1177	183.2	1234	183.9	1311	184.3	1482	202.2	1543	209.4
Time to issue Final Agency Action		265	8	323	14	393	15	362	12	286	14	78	18
* This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 18 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 108 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	432	367	489	368	296	66
Average days pending prior to dismissal	52.8	48.4	48.2	57.2	59.8	64.1

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	157	162	180	193	58	428

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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										2014	
	2009		2010		2011		2012		2013			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(h)(1)	19	100%	28	100%	31	100%	33	100%	31	100%	6	100%
Without Hearing 704(h)(2)	5	26%	9	32%	10	32%	11	33%	18	59%	2	33%
With Hearing 704(h)(3)	14	74%	19	68%	21	68%	22	67%	13	41%	4	67%

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(j)(1)	19	100%	28	100%	31	100%	33	100%	31	100%	6	100%
Race	1	5%	4	11%	3	10%	2	6%	4	13%	1	17%
Color							1	3%				
Religion					1	3%			1	3%		
Reprisal	9	47%	10	36%	14	45%	15	45%	11	34%	4	67%
Sex	2	10%	7	25%	5	16%	8	24%	7	22%	1	17%
National Origin			2	7%					1	3%		
Equal Pay Act												
Age	2	10%	3	11%	2	6%	3	9%	1	3%		
Disability	6	31%	7	25%	11	35%	13	39%	8	25%	2	33%
Non-EEO												

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
#	%	#	%	#	%	#	%	#	%	#	%	
Number Findings Rendered After Hearing 704(j)(3)	14	73%	19	68%	21	68%	22	67%	13	41%	4	67%
Race	1	100%	3	75%	3	100%	1	50%	2	50%	1	100%
Color							1	100%				
Religion												
Reprisal	8	89%	6	60%	11	79%	11	73%	3	30%	2	50%
Sex	1	50%	3	43%	4	80%	5	63%	5	63%	1	100%
National Origin			2	100%					1	50%		
Equal Pay Act												
Age	2	100%	2	67%	2	100%	2	67%	1	100%		
Disability	4	57%	5	71%	4	36%	9	69%	2	22%	1	50%

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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			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	19	100%	28	100%	31	100%	33	100%	31	100%	6	100%
Appointment/Hire	1	5%	1	4%			2	6%	1	3%		
Assignment of Duties	1	5%	3	11%	2	6%	1	3%				
Awards			1	4%	1	3%	1	3%			1	17%
Conversion to Full-time					1	3%						
Disciplinary Action									2	6%		
Demotion					1	3%						
Reprimand							2	6%	1	3%		
Suspension			1	4%	5	16%						
Removal							1	3%	1	3%		
Other					1	3%	1	3%				
Duty Hours							2	6%	1	3%	1	17%
Evaluation Appraisal			1	4%	2	6%			1	3%	1	17%
Examination/Test												
Harassment									12	38%	1	17%
Non-Sexual	1	5%	5	18%	3	10%	5	15%	6	19%	1	17%
Sexual	2	11%	4	14%	3	10%	4	12%	6	19%		
Medical Examination	1	5%			2	6%	1	3%				
Pay (Including Overtime)			1	4%	1	3%			2	6%		
Promotion/Non-Selection	4	21%	8	29%	5	16%	6	18%	3	9%		
Reassignment									1	3%	1	17%
Denied			1	4%								
Directed			1	4%			2	6%	1	3%	1	17%
Reasonable Accommodation	1	5%	3	11%	8	26%	6	18%	9	28%	2	33%
Reinstatement			1	4%								
Retirement												
Termination	1	5%	7	25%	3	10%	2	6%	2	6%	3	50%
Terms/Conditions of Employment			1	4%								
Time and Attendance	1	5%	1	4%	2	6%	2	6%			1	17%
Training	1	5%										
Other	5	26%	4	14%	4	13%	5	15%	3	9%	1	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										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	14		19		21	68%	22	67%	13	41%	4	67%
Appointment/Hire									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					1	100%						
Disciplinary Action									2	100%		
Demotion					1	100%				100%		
Reprimand												
Suspension					4	80%			1	100%		
Removal							1	100%	1	100%		
Other												
Duty Hours									1	100%	1	100%
Evaluation Appraisal			1	100%	2	100%	2	100%			1	100%
Examination/Test												
Harassment									5	42%	1	100%
Non-Sexual	1	100%	2	40%	2	67%	4	80%	2	33%	1	100%
Sexual	1	50%	0	0%	2	67%	2	50%	3	50%		
Medical Examination					1	50%	1	100%				
Pay (Including Overtime)									2	100%		
Promotion/Non-Selection	4	100%	8	100%	5	100%	5	83%	3	100%		
Reassignment												
Denied												
Directed							1	50%				
Reasonable Accommodation			1	33%	3	38%	3	50%	1	11%	1	50%
Reinstatement			1	100%								
Retirement												
Termination	1	100%	4	57%	2	67%	1	50%	1	50%	2	67%
Terms/Conditions of Employment			1	100%								
Time and Attendance	1	100%	1	100%	2	100%					1	100%
Training	1	100%										
Other	4	80%	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										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	19	100%			31	100%	33	100%	31	100%	6	100%
Findings Without Hearing 704(k)(2)	5	26%			10	32%	11	33%	18	59%	2	33%
Appointment/Hire	1	100%					2	100%				
Assignment of Duties					1	50%			1	100%		
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension			1	100%	1	20%						
Removal												
Other							1	100%				
Duty Hours												
Evaluation Appraisal									1	100%		
Examination/Test												
Harassment									7	58%		
Non-Sexual			3	60%	1	33%	1	20%	4	67%		
Sexual	1	50%	4	100%	1	33%	2	50%	3	50%		
Medical Examination	1	100%			1	50%						
Pay (Including Overtime)					1	100%						
Promotion/Non-Selection							1	17%				
Reassignment									1	100%	1	100%
Denied												
Directed			1				1	50%	1	100%	1	100%
Reasonable Accommodation	1	100%	2	67%	5	63%	3	50%	8	89%	1	50%
Reinstatement												
Retirement												
Termination			3	43%	1	33%	1	50%	1	50%	1	33%
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other	1	20%	3	43%	2	50%	2	40%	2	67%	1	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)	754	937	1033	1139	1395	2432
Total Complainants 704(l)(2)	690	837	925	1017	1228	2133
Number complaints pending: 704(l)(3)						
Investigation	4	1	2	7	2	418
ROI issued, pending Complainant's action	7	6	5	9	6	161
Hearing	615	770	812	904	1189	1542
Final Agency Action	106	117	134	111	94	198
Appeal with EEOC Office of Federal Operations	22	43	80	108	103	113

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	445	488	490	665	714	645
Pending Investigations Over Required Time Frames	9	21	15	42	151	130