

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	1338
Number of Complainants 1614.704(b)	1795	1794	1893	1881	1672	1287
Repeat Filers 1614.704(c)	123	102	123	138	87	47

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	494
Color	87	104	55	63	44	64
Religion	135	105	51	77	68	43
Reprisal	1551	1577	756	799	763	558
Sex	956	1014	501	534	455	355
National Origin	91	97	169	192	148	104
Equal Pay Act	6	11	6	9	9	13
Age	941	887	494	493	431	327
Disability	857	1009	539	547	471	370
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	40
Assignment of Duties	123	136	113	117	85	69
Awards	19	25	12	17	13	16
Conversion to Full-time	2	1	1	1	0	2
Disciplinary Action	322	295	292	363	258	199
Demotion	14	8	12	20	11	11
Reprimand	47	49	47	54	48	31
Suspension	88	79	87	112	85	63
Removal	56	47	57	55	36	27
Other	117	112	89	122	78	67
Duty Hours	54	64	29	48	45	35
Evaluation Appraisal	80	126	151	158	139	110
Examination/Test	3	1	0	1	0	1
Harassment	1566	1557	945	1035	930	701
Non-Sexual	1475	1491	873	980	862	647
Sexual	91	66	72	55	68	54
Medical Examination	7	13	6	9	6	4
Pay (Including Overtime)	64	82	89	66	86	87
Promotion/Non-Selection	392	387	321	359	293	227
Reassignment	67	83	74	74	70	39
Denied						
Directed						
Reasonable Accommodation	95	109	130	134	140	117
Reinstatement	4	3	1	0	0	0
Retirement	21	24	24	21	22	10
Termination	242	215	178	149	111	106
Terms/Conditions of Employment	67	43	41	45	26	20
Time and Attendance	153	153	136	149	130	110
Training	49	51	58	62	43	32
Other	424	349	267	280	202	158

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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	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	551
All complaints pending in Final Agency Action Stage	(f) (1)	155	434	235	498.9	270	503.4	243	513.5	182	532.1	268
All complaints pending in which Hearing was not requested	1614.704	501	262	230	489.4	259	473.6	234	494.1	172	511.3	261
Time in Investigation Stage	(f) (2)											
Time to issue Final Agency Action												
All complaints pending in which a Hearing was requested	1614.704	265	201	1177	556.7	1234	595.8	1311	625.8	1482	716.9	1807
Time in Investigation Stage	(f) (3)											
Time to issue Final Agency Action												
		265	8	323	14	393	15	362	12	286	14	186

** This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 14 days; said delay computed from Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 118 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	186
Average days pending prior to dismissal	52.8	48.4	48.2	57.2	59.8	58.7

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2014
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2009	2010	2011	2012	2013	
Total Complaints Withdrawn by Complainants	157	162	180	193	58	119

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2014	
	2009		2010		2011		2012		2013			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Final Agency Actions Finding Discrimination	19	100%	28	100%	31	100%	33	100%	31	100%	21	100%
Total Number Findings 704(h)(1)	19	100%	28	100%	31	100%	33	100%	31	100%	21	100%
Without Hearing 704(h)(2)	5	26%	9	32%	10	32%	11	33%	18	59%	12	57%
With Hearing 704(h)(3)	14	74%	19	68%	21	68%	22	67%	13	41%	9	43%

29 CFR §1614.704(j)	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%	21	100%
Race	1	5%	4	11%	3	10%	2	6%	4	13%	4	19%
Color							1	3%				
Religion					1	3%			1	3%		
Reprisal	9	47%	10	36%	14	45%	15	45%	11	34%	11	52%
Sex	2	10%	7	25%	5	16%	8	24%	7	22%	4	19%
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%	8	38%
Non-EEO												

29 CFR §1614.704(j)	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%	9	43%
Race	1	100%	3	75%	3	100%	1	50%	2	50%	2	50%
Color							1	100%				
Religion												
Reprisal	8	89%	6	60%	11	79%	11	73%	3	30%	4	36%
Sex	1	50%	3	43%	4	80%	5	63%	5	63%	2	50%
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%	5	63%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	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%	21	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	5%
Conversion to Full-time					1	3%						
Disciplinary Action									2	6%	1	5%
Demotion					1	3%						
Reprimand							2	6%	1	3%		
Suspension			1	4%	5	16%						
Removal							1	3%	1	3%	1	5%
Other					1	3%	1	3%				
Duty Hours							2	6%	1	3%	1	5%
Evaluation Appraisal			1	4%	2	6%			1	3%	1	5%
Examination/Test												
Harassment									12	38%	7	33%
Non-Sexual	1	5%	5	18%	3	10%	5	15%	6	19%	5	24%
Sexual	2	11%	4	14%	3	10%	4	12%	6	19%	2	10%
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%	1	5%
Reassignment									1	3%	2	10%
Denied			1	4%								
Directed			1	4%			2	6%	1	3%	2	10%
Reasonable Accommodation	1	5%	3	11%	8	26%	6	18%	9	28%	7	33%
Reinstatement			1	4%								
Retirement												
Termination	1	5%	7	25%	3	10%	2	6%	2	6%	3	14%
Terms/Conditions of Employment			1	4%								
Time and Attendance	1	5%	1	4%	2	6%	2	6%			1	5%
Training	1	5%										
Other	5	26%	4	14%	4	13%	5	15%	3	9%	6	29%

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	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2014	
		2009		2010		2011		2012		2013		#	%
		#	%	#	%	#	%	#	%	#	%		
Findings After Hearing 704(k)(3)	14		19		21	68%	22	67%	13	41%	9	43%	
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%	3	43%	
Non-Sexual	1	100%	2	40%	2	67%	4	80%	2	33%	3	60%	
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%	5	71%	
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)	29 CFR §1614.705 Comparative Data												
	Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2014	
		2009		2010		2011		2012		2013			
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	19	100%			31	100%	33	100%	31	100%	21	100%	
Findings Without Hearing 704(k)(2)	5	26%			10	32%	11	33%	18	59%	12	57%	
Appointment/Hire	1	100%					2	100%					
Assignment of Duties					1	50%			1	100%			
Awards													
Conversion to Full-time													
Disciplinary Action											1	100%	
Demotion													
Reprimand													
Suspension			1	100%	1	20%							
Removal											1	100%	
Other							1	100%					
Duty Hours													
Evaluation Appraisal									1	100%			
Examination/Test													
Harassment									7	58%	4	57%	
Non-Sexual			3	60%	1	33%	1	20%	4	67%	2	40%	
Sexual	1	50%	4	100%	1	33%	2	50%	3	50%	2	100%	
Medical Examination	1	100%			1	50%							
Pay (Including Overtime)					1	100%							
Promotion/Non-Selection							1	17%			1	100%	
Reassignment									1	100%	2	100%	
Denied													
Directed			1				1	50%	1	100%	2	100%	
Reasonable Accommodation	1	100%	2	67%	5	63%	3	50%	8	89%	2	29%	
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%	6	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	1906
Total Complainants 704(l)(2)	690	837	925	1017	1228	1668
Number complaints pending: 704(l)(3)						
Investigation	4	1	2	7	2	25
ROI issued, pending Complainant's action	7	6	5	9	6	17
Hearing	615	770	812	904	1189	1581
Final Agency Action	106	117	134	111	94	179
Appeal with EEOC Office of Federal Operations	22	43	80	108	103	104

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	551
Pending Investigations Over Required Time Frames	9	21	15	42	151	34

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Ave. Days
126.2
477.5
472.0
201.4
133
718.4
211.0
18
<i>start of</i>

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