

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					2016
	2011	2012	2013	2014	2015	
Number of Complaints Filed in FY 1614.704(a)	2036	2041	1768	1848	2111	1166
Number of Complainants 1614.704(b)	1893	1881	1672	1736	2013	1148
Repeat Filers 1614.704(c)	123	138	87	101	93	17

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	740	743	626	678	784	408
Color	55	63	44	92	101	65
Religion	51	77	68	50	69	43
Reprisal	756	799	763	799	903	472
Sex	501	534	455	494	618	320
National Origin	169	192	148	141	169	94
Equal Pay Act	6	9	9	20	15	13
Age	494	493	431	445	503	285
Disability	539	547	471	506	642	372
Other	0	0	0	0	0	0
Non-EEO						

Department of Veterans Affairs
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Veterans Health Administration

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	97	98	53	52	71	27
Assignment of Duties	113	117	85	113	216	91
Awards	12	17	13	20	12	8
Conversion to Full-time	1	1	0	2	1	0
Disciplinary Action	292	363	258	290	354	184
Demotion	12	20	11	14	13	3
Reprimand	47	54	48	49	50	31
Suspension	87	112	85	77	115	47
Removal	57	55	36	45	36	17
Other	89	122	78	105	140	86
Duty Hours	29	48	45	49	89	36
Evaluation Appraisal	151	158	139	133	198	136
Examination/Test	0	1	0	1	2	3
Harassment	945	1035	930	1013	1253	647
Non-Sexual	873	980	862	941	1166	613
Sexual	72	55	68	72	87	34
Medical Examination	6	9	6	7	8	0
Pay (Including Overtime)	89	66	86	125	130	77
Promotion/Non-Selection	321	359	293	327	331	191
Reassignment	74	74	70	68	91	56
Denied				10	26	8
Directed				58	65	48
Reasonable Accommodation	130	134	140	174	247	124
Reinstatement	1	0	0	0	0	2
Retirement	24	21	22	18	32	23
Termination	178	149	111	132	159	87
Terms/Conditions of Employment	41	45	26	31	45	13
Time and Attendance	136	149	130	161	243	126
Training	58	62	43	49	77	35
Other	267	280	202	233	271	152

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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	489	115.4	664	124.9	715	156.4	545	121.6	825	140.1	776	147.6
All complaints pending in Final Agency Action Stage	(f) (1)	270	503.4	243	513.5	182	532.1	262	486.7	180	657.7	266	601.3
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	259	473.6	234	494.1	172	511.3	251	478.4	172	644.9	259	590.5
Time in Investigation Stage		259	180.6	234	169.4	172	208.2	251	202.2	172	195.1	259	206.7
Time to issue Final Agency Action		409	*124	464	*179	455	126	413	136	592	140	265	110
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1234	595.8	1311	625.8	1482	716.9	1912	728.2	2077	838.2	2325	847.6
Time in Investigation Stage		1234	183.9	1311	184.3	1482	202.2	1912	205.8	2077	204.4	2325	209.1
Time to issue Final Agency Action		393	15	362	12	286	14	250	17	240	10	124	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
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	489	368	296	246	253	180
Average days pending prior to dismissal	48.22	57.2	59.8	56.7	52.4	54.4

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2016
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total Complaints Withdrawn by Complainants	180	193	58	155	129	74

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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)	31	100%	33	100%	31	100%	26	100%	27	100%	16	100%
Without Hearing 704(h)(2)	10	32%	11	33%	18	59%	13	50%	18	67%	8	50%
With Hearing 704(h)(3)	21	68%	22	67%	13	41%	13	50%	9	33%	8	50%

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)	31	100%	33	100%	31	100%	26	100%	27	100%	16	100%
Race	3	10%	2	6%	4	13%	6	23%	6	22%	1	6%
Color			1	3%			1	4%				
Religion	1	3%			1	3%			1	4%	1	6%
Reprisal	14	45%	15	45%	11	34%	12	46%	13	48%	5	31%
Sex	5	16%	8	24%	7	22%	5	19%	5	19%	4	25%
National Origin					1	3%	1	4%	1	4%		
Equal Pay Act												
Age	2	6%	3	9%	1	3%			2	7%		
Disability	11	35%	13	39%	8	25%	10	38%	6	22%	4	25%
Non-EEO												

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)	21	68%	22	67%	13	41%	13	100%	9	100%	8	100%
Race	3	100%	1	50%	2	50%	3	23%	5	56%	1	13%
Color			1	100%			1	8%				
Religion											1	13%
Reprisal	11	79%	11	73%	3	30%	5	38%	7	78%	8	63%
Sex	4	80%	5	63%	5	63%	3	23%	2	22%	2	25%
National Origin					1	50%						
Equal Pay Act												
Age	2	100%	2	67%	1	100%	1	8%	2	22%	1	13%
Disability	4	36%	9	69%	2	22%	6	46%	2	22%	2	25%

Department of Veterans Affairs
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Veterans Health Administration

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)	31	100%	33	100%	31	100%	26	100%	27	100%	16	100%
Appointment/Hire			2	6%	1	3%					1	6%
Assignment of Duties	2	6%	1	3%					2	7%	1	6%
Awards	1	3%	1	3%			1	4%				
Conversion to Full-time	1	3%							1	4%		
Disciplinary Action					2	6%						
Demotion	1	3%							1	4%		
Reprimand			2	6%	1	3%			3	11%		
Suspension	5	16%							1	4%		
Removal			1	3%	1	3%	1	4%				
Other	1	3%	1	3%					1	4%		
Duty Hours			2	6%	1	3%	1	4%	2	7%	1	6%
Evaluation Appraisal	2	6%			1	3%	1	4%	6	22%	1	6%
Examination/Test												
Harassment					12	38%	7	27%	10	37%	9	56%
Non-Sexual	3	10%	5	15%	6	19%	7	27%	8	30%	4	25%
Sexual	3	10%	4	12%	6	19%	2	8%	2	7%	5	32%
Medical Examination	2	6%	1	3%								
Pay (Including Overtime)	1	3%			2	6%			3	11%	2	12%
Promotion/Non-Selection	5	16%	6	18%	3	9%	2	8%	2	7%	1	6%
Reassignment					1	3%						
Denied									1	4%		
Directed			2	6%	1	3%	3	12%	1	4%	2	12%
Reasonable Accommodation	8	26%	6	18%	9	28%	8	31%	3	11%	2	12%
Reinstatement												
Retirement												
Termination	3	10%	2	6%	2	6%	3	12%	2	7%	2	12%
Terms/Conditions of Employment									2	7%	1	6%
Time and Attendance	2	6%	2	6%			1	4%	1	4%		
Training												
Other	4	13%	5	15%	3	9%	6	23%	2	7%	3	15%

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Veterans Health Administration

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			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	21	68%	22	67%	13	41%	13	100%	9	100%	8	100%
Appointment/Hire					1	100%					1	13%
Assignment of Duties	1	50%	1	100%					2	22%	1	13%
Awards	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	11%		
Removal			1	100%	1	100%						
Other									1	11%		
Duty Hours					1	100%	1	8%	1	11%	1	13%
Evaluation Appraisal	2	100%	2	100%			1	8%	5	56%		
Examination/Test												
Harassment					5	42%			5	56%	6	75%
Non-Sexual	2	67%	4	80%	2	33%	4	31%	5	56%	4	50%
Sexual	2	67%	2	50%	3	50%					2	25%
Medical Examination	1	50%	1	100%								
Pay (Including Overtime)					2	100%			1	11%	1	13%
Promotion/Non-Selection	5	100%	5	83%	3	100%	1	8%	1	11%	1	13%
Reassignment												
Denied												
Directed			1	50%			1	8%	1	11%	1	13%
Reasonable Accommodation	3	38%	3	50%	1	11%	6	46%	1	11%	1	13%
Reinstatement												
Retirement												
Termination	2	67%	1	50%	1	50%	1	8%			1	13%
Terms/Conditions of Employment									2	22%	1	13%
Time and Attendance	2	100%					1	8%				
Training												
Other	2	50%	3	60%	1	33%					1	13%

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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)	31	100%	33	100%	31	100%	26	100%	27	100%	16	100%
Findings Without Hearing 704(k)(2)	10	32%	11	33%	18	59%	13	100%	18	100%	8	50%
Appointment/Hire			2	100%								
Assignment of Duties	1	50%			1	100%						
Awards									1	6%		
Conversion to Full-time												
Disciplinary Action												
Demotion									1	6%		
Reprimand									2	11%		
Suspension	1	20%										
Removal							1	8%				
Other			1	100%								
Duty Hours									1	6%		
Evaluation Appraisal					1	100%						
Examination/Test												
Harassment					7	58%					3	38%
Non-Sexual	1	33%	1	20%	4	67%	3	23%	3	17%		
Sexual	1	33%	2	50%	3	50%	2	15%	2	11%	3	38%
Medical Examination	1	50%										
Pay (Including Overtime)	1	100%							2	11%	1	13%
Promotion/Non-Selection			1	17%			1	8%	1	6%		
Reassignment					1	100%						
Denied									1	6%		
Directed			1	50%	1	100%	2	15%			1	13%
Reasonable Accommodation	5	63%	3	50%	8	89%	2	15%	2	11%	1	13%
Reinstatement												
Retirement												
Termination	1	33%	1	50%	1	50%	2	15%	2	11%	1	13%
Terms/Conditions of Employment												
Time and Attendance									1	6%		
Training												
Other	2	50%	2	40%	2	67%	6	46%	2	11%	2	25%

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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)	1033	1139	1395	1695	2089	3163
Total Complainants 704(l)(2)	925	1017	1228	1485	1802	2717
Number complaints pending: 704(l)(3)						
Investigation	2	7	2	8	5	159
ROI issued, pending Complainant's action	5	9	6	6	10	129
Hearing	812	904	1189	1454	1688	2296
Final Agency Action	134	111	94	125	111	259
Appeal with EEOC Office of Federal Operations	80	108	103	102	275	314

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	490	665	714	545	825	774
Pending Investigations Over Required Time Frames	15	42	151	28	94	126