

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

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Number of Complaints Filed in FY 1614.704(a)	18	24	26	15	22	4
Number of Complainants 1614.704(b)	18	20	24	15	22	4
Repeat Filers 1614.704(c)	0	4	2	0	2	0

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Race	7	4	5	6	6	1
Color	0	1	0	0	1	0
Religion	0	0	0	0	1	0
Reprisal	4	5	9	5	12	2
Sex	7	4	3	5	3	0
Pregnancy Discrimination Act	0	0	0	0	0	0
National Origin	2	3	0	1	1	0
Equal Pay Act	0	0	0	0	0	0
Age	7	4	6	7	7	1
Disability	11	8	12	6	11	1
GINA	0	0	0	0	0	0
Other	0	0	0	0	0	0
Non-EEO						0

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Appointment/Hire	1	1	6	0	3	0
Assignment of Duties	0	1	1	3	2	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	2	5	3	4	5	0
Demotion	0	0	0	0	0	0
Reprimand	0	1	2	0	2	0
Suspension	1	3	0	2	0	0
Removal	1	0	0	0	2	0
Warning	0	1	2	2	2	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	2	1	2	2	1	0
Examination/Test	0	0	0	0	0	0
Harassment	7	9	14	14	12	1
Non-Sexual	7	9	14	11	11	1
Sexual	0	0	2	3	2	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	0
Promotion/Non-Selection	0	6	1	1	2	2
Reassignment	0	0	0	0	0	0
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation	5	1	1	0	4	1
Reinstatement	1	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	1	3	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	1	0
Termination	1	1	3	0	0	0
Terms/Conditions of Employment	2	0	0	1	1	0
Time and Attendance	0	2	4	2	4	0
Training	1	0	0	1	1	0
Other	1	2	0	0	1	0

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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..."		Fiscal Year Data											
		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days
		2016		2017		2018		2019		2020		2021	
All complaints pending in Investigative Stage	1614.704	9	118.8	6	121.3	8	113.5	4	122.8	9	114.4	9	101.8
All complaints pending in Final Agency Action Stage	(f) (1)	4	519.8	4	849.0	5	538.8	3	1144.3	6	797.2	10	653.0
All complaints pending in which Hearing was not requested	1614.704	3	484.7	3	798.3	5	538.8	3	1144.3	6	797.2	10	653.0
Time in Investigation Stage	(f) (2)	3	174.3	3	202.7	5	165.4	3	226.7	6	214.5	10	212.3
Time to issue Final Agency Action		4	63	6	85	5	82	11	126	4	225	2	189
All complaints pending in which a Hearing was requested	1614.704	19	757.7	21	917.2	24	984.0	26	1145.1	22	1103.9	23	1119.9
Time in Investigation Stage	(f) (3)	19	205.7	21	230.9	24	221.6	26	214.5	22	222.2	23	217.5
Time to issue Final Agency Action		2	5	2	5	2	4	4	4	6	5	2	6

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data						
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Fiscal Year Data						
	2016	2017	2018	2019	2020	2021	
Total Complaints Dismissed by Agency	7	4	9	6	3	0	
Average days pending prior to dismissal	49.57	55.5	37.67	61.3	38.3	0	

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data						
Complaints Withdrawn by Complainants	Fiscal Year Data						
	2016	2017	2018	2019	2020	2021	
Total Complaints Withdrawn by Complainants	0	4	0	0	2	0	

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Total complaints from previous Fiscal Years 704(l)(1)	23	30	35	37	31	4
Total Complainants 704(l)(2)	23	29	31	33	30	4
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	1	1	0	0
Hearing	14	20	23	25	18	2
Final Agency Action	0	3	3	3	4	0
Appeal with EEOC Office of Federal Operations	4	7	8	8	9	2

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Number Pending Completion of Investigation	9	6	8	4	9	11
Pending Investigations Over Required Time Frames	2	1	0	0	2	2