

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Benefits 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)	171	197	194	159	177	27
Number of Complainants 1614.704(b)	161	187	184	151	168	27
Repeat Filers 1614.704(c)	11	10	9	10	14	1

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Race	60	76	56	62	64	10
Color	8	7	5	6	3	0
Religion	5	5	7	3	3	0
Reprisal	70	79	90	62	85	10
Sex	52	58	52	53	41	8
Pregnancy Discrimination Act	0	0	0	0	0	0
National Origin	8	4	9	8	11	0
Equal Pay Act	1	1	1	0	0	0
Age	47	43	46	44	41	7
Disability	79	116	109	80	100	11
GINA	1	0	0	1	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	2	6	6	4	8	0
Assignment of Duties	9	11	10	16	12	0
Awards	1	4	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	30	35	39	40	38	1
Demotion	1	0	1	4	2	0
Reprimand	4	5	8	9	9	0
Suspension	13	9	4	8	4	0
Removal	2	6	9	14	9	0
Warning	10	15	19	11	18	1
Duty Hours	4	0	1	0	4	0
Evaluation Appraisal	12	11	15	18	19	4
Examination/Test	0	0	0	0	0	0
Harassment	87	104	114	84	103	14
Non-Sexual	80	99	111	83	100	14
Sexual	7	5	10	2	7	2
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	4	11	4	6	7	0
Promotion/Non-Selection	42	26	26	21	31	5
Reassignment	10	7	15	11	1	2
Denied	1	2	2	3	0	1
Directed	9	5	13	8	1	1
Reasonable Accommodation	42	53	41	38	44	4
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement	2	4	3	6	4	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	4	5	6	7	0
Termination	9	12	20	8	20	7
Terms/Conditions of Employment	4	4	6	0	4	0
Time and Attendance	12	21	16	15	28	3
Training	5	10	5	10	6	1
Other	24	43	12	0	11	2

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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..."		29 CFR §1614.704(f)											
		Fiscal Year Data											
		Num.	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	57	135.0	63	131.0	60	143.0	45	120.9	60	116.1	41	143.1
All complaints pending in Final Agency Action Stage	(f) (1)	23	884.1	26	574.3	64	626.5	72	740.7	66	810.1	64	783.7
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	23	884.1	23	525.3	61	548.4	66	646.7	60	689.0	60	680.4
Time in Investigation Stage		23	250.0	23	216.2	61	194.4	66	187.6	60	179.2	60	183.5
Time to issue Final Agency Action		35	143	34	117	43	129	67	244	63	305	47	234
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	191	805.6	220	863.7	242	898.8	244	1017.0	212	1187.5	226	1192.2
Time in Investigation Stage		191	214.2	220	216.0	242	203.7	244	201.9	212	203.5	226	203.7
Time to issue Final Agency Action		17	5	20	7	26	4	48	6	51	11	3	13

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	31	32	45	38	43	7
Average days pending prior to dismissal	64.0	40.0	46.4	63.3	30.5	58.9	

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data						
Complaints Withdrawn by Complainants (h)	Fiscal Year Data						
	2016	2017	2018	2019	2020	2021	
	Total Complaints Withdrawn by Complainants	24	18	14	10	13	5

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Other					1	100%	1	20%				
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Other					1	100%	1	50%				
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Training												
Other												

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)	210	227	289	308	289	27
Total Complainants 704(l)(2)	184	199	256	272	251	24
Number complaints pending: 704(l)(3)						
Investigation	0	0	0	1	2	0
ROI issued, pending Complainant's action	1	1	2	2	0	0
Hearing	152	169	200	199	177	14
Final Agency Action	20	14	38	56	48	2
Appeal with EEOC Office of Federal Operations	34	43	49	50	62	11
*Do not track						

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	57	63	60	44	60	52
Pending Investigations Over Required Time Frames	14	7	6	5	7	6