

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	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Number of Complaints Filed in FY 1614.704(a)	2288	2255	2488	2343	2489	609
Number of Complainants 1614.704(b)	2182	2175	2392	2230	2373	601
Repeat Filers 1614.704(c)	102	72	94	110	112	7

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Race	861	871	881	862	880	224
Color	129	117	131	106	109	36
Religion	81	88	96	72	66	15
Reprisal	969	954	1068	990	1085	267
Sex	680	736	714	620	623	136
Pregnancy Discrimination Act	0	0	0	17	15	2
National Origin	193	196	231	215	200	54
Equal Pay Act	22	28	17	22	19	4
Age	595	645	571	550	559	141
Disability	731	743	926	822	905	217
GINA	3	4	3	4	5	0
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	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Appointment/Hire	62	60	79	55	65	13
Assignment of Duties	187	208	214	311	275	65
Awards	15	17	6	16	5	2
Conversion to Full-time	1	1	1	1	0	0
Disciplinary Action	370	424	416	477	437	113
Demotion	5	14	18	23	23	8
Reprimand	56	64	106	110	112	34
Suspension	91	109	121	99	88	22
Removal	43	62	83	111	73	20
Warning	175	175	124	175	173	37
Duty Hours	73	66	76	97	106	15
Evaluation Appraisal	224	196	301	229	290	48
Examination/Test	3	1	2	1	2	0
Harassment	1369	1459	1499	1369	1616	403
Non-Sexual	1292	1356	1449	1344	1584	395
Sexual	77	103	97	81	72	18
Medical Examination	4	4	4	12	12	1
Pay (Including Overtime)	134	152	138	128	161	33
Promotion/Non-Selection	380	366	347	333	344	85
Reassignment	110	118	226	101	268	52
Denied	19	18	22	12	20	4
Directed	91	100	210	89	253	49
Reasonable Accommodation	232	230	328	292	358	77
Reinstatement	3	1	0	1	2	0
Religious Accommodation	0	9	7	4	6	0
Retirement	39	30	41	104	43	12
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	13	21	24	64	23
Termination	169	150	226	182	263	73
Terms/Conditions of Employment	32	36	54	36	38	3
Time and Attendance	257	264	302	344	408	86
Training	74	59	61	81	71	14
Other	316	307	138	0	138	24

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29 CFR §1614.704(f)		Fiscal Year Data											
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	Num.	Ave. Days
		2016		2017		2018		2019		2020		2021	
All complaints pending in Investigative Stage	1614.704	1023	158.5	751	129.6	724	148.6	718	133.2	665	122.4	788	128.9
All complaints pending in Final Agency Action Stage	(f) (1)	260	721.3	251	614.3	630	650.3	849	732.2	886	778.5	861	762.2
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	253	711.2	237	573.2	584	574.2	779	679.6	805	723.6	808	721.9
Time in Investigation Stage		253	216.2	237	222.8	584	191.6	779	190.8	805	196.2	808	191.0
Time to issue Final Agency Action		525	114	613	122	522	142	780	227	902	310	240	264
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	2579	871.1	3140	924.5	3450	970.6	3419	1040.4	3120	1131.6	3144	1161.6
Time in Investigation Stage		2579	212.5	3140	225.0	3450	212.6	3419	207.6	3120	202.5	3144	201.4
Time to issue Final Agency Action		235	6	217	5	400	6	612	9	624	13	110	7

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	314	374	421	500	498	138
Average days pending prior to dismissal	57.7	49.5	50.8	46.0	41.6	54.7

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	139	177	187	155	163	48

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29 CFR §1614.704(i) <i>Total Final Agency Actions Finding Discrimination</i>	29 CFR §1614.705 Comparative Data											
	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	32	100%	33	100%	30	100%	48	100%	69	100%	16	100%
Without Hearing 704(h)(2)	17	53%	16	48%	16	53%	25	64%	35	51%	9	56%
With Hearing 704(h)(3)	15	47%	17	52%	14	47%	23	59%	34	49%	7	44%

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	32	100%	33	100%	30	100%	48	100%	69	100%	16	100%
Race	3	9%	5	15%	9	30%	6	13%	15	22%	2	13%
Color	1	3%			0	0%	0	0%	2	2%	0	0%
Religion	1	3%	1	3%	1	3%	3	6%	3	4%	0	0%
Reprisal	17	53%	14	42%	4	13%	15	31%	28	41%	7	44%
Sex	8	25%	5	15%	10	33%	10	21%	14	20%	4	25%
Pregnancy Discrimination Act							0	0%			0	0%
National Origin					1	3%	2	4%	3	4%	1	6%
Equal Pay Act					0	0%	0	0%	1	1%	0	0%
Age	3	9%	2	6%	1	3%	1	2%	5	7%	0	0%
Disability	9	28%	12	36%	16	53%	21	44%	27	39%	7	44%
GINA												
Non-EEO												

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	15	100%	17	100%	14	100%	23	100%	34	100%	7	100%
Race	3	20%	5	29%	8	57%	2	9%	10	29%	2	29%
Color	1	7%			0	0%						
Religion	1	7%	1	6%	0	0%	3	13%	1	3%	0	0%
Reprisal	11	73%	7	41%	2	14%	8	35%	14	41%	2	29%
Sex	2	13%	1	6%	6	43%	6	26%	7	21%	3	43%
Pregnancy Discrimination Act												
National Origin					1	7%			2	6%	0	0%
Equal Pay Act					0	0%			1	3%	0	0%

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Other	7	22%	3	9%	7	23%	13	27%	20	29%	3	19%
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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	15	100%	17	100%	14	100%	23	100%	34	100%	7	100%
Appointment/Hire	1	7%							1	3%	0	0%
Assignment of Duties	1	7%							3	9%	0	0%
Awards											0	
Conversion to Full-time									1	3%	0	0%
Disciplinary Action			2	12%					5	15%	0	0%
Demotion											0	0%
Reprimand			1	6%							0	0%
Suspension	1	7%							2	6%	0	0%
Removal			1	6%							0	0%
Other									3	9%	0	0%
Duty Hours	1	7%	1	6%							0	0%
Evaluation Appraisal	1	7%	1	6%					3	9%	1	14%
Examination/Test											0	0%
Harassment			4	24%	8	57%	8	35%	13	38%	4	57%
Non-Sexual	7	47%	3	18%	8	57%	7	30%	13	38%	4	57%
Sexual	2	13%	1	6%			1	4%			0	0%
Medical Examination	1	7%									0	0%
Pay (Including Overtime)	1	7%					2	9%	1	3%	1	14%
Promotion/Non-Selection	3	20%	3	18%	4	29%	3	13%	8	24%	0	0%
Reassignment			2	12%	1	7%	1	4%	2	6%	0	0%
Denied									1	3%	0	0%
Directed	1	7%	2	12%	1	7%	1	4%	1	3%	0	0%
Reasonable Accommodation	2	13%	2	12%	2	14%	2	9%	4	12%	2	29%
Reinstatement											0	0%
Religious Accommodation											0	0%
Retirement											0	0%
Sex Stereotyping											0	0%
Telework											0	0%
Termination	3	20%	2	12%	1	7%	1	4%			2	29%
Terms/Conditions of Employment	2	13%	2	12%			1	4%			0	0%
Time and Attendance	1	7%					1	4%	1	3%	0	0%
Training											0	0%
Other					2	14%	6	26%	10	29%	1	14%

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Findings of Discrimination Rendered by Issue	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	32	100%	33	100%	30	100%	48	100%	69	100%	16	100%
Findings Without Hearing 704(k)(2)	17	100%	16	100%	16	100%	25	100%	35	100%	9	100%
Appointment/Hire	1	6%	1	6%							0	0%
Assignment of Duties			2	13%			1	4%	1	3%	0	0%
Awards											0	0%
Conversion to Full-time											0	0%
Disciplinary Action			1	6%			1	4%	5	14%	0	0%
Demotion											0	0%
Reprimand											0	0%
Suspension									1	3%	0	0%
Removal			1	6%			1	4%	2	6%	0	0%
Other									2	6%	0	0%
Duty Hours									2	6%	0	0%
Evaluation Appraisal			1	6%			3	12%	2	6%	0	0%
Examination/Test											0	0%
Harassment			3	19%	4	25%	7	28%	12	34%	1	11%
Non-Sexual	2	12%	1	6%	3	19%	5	20%	6	17%	0	0%
Sexual	5	29%	2	13%	1	6%	3	12%	6	17%	1	11%
Medical Examination									1	3%	0	0%
Pay (Including Overtime)	1	6%			1	6%					0	0%
Promotion/Non-Selection			1	6%	1	6%	1	4%	6	17%	4	44%
Reassignment			1	6%			3	12%			0	0%
Denied											0	0%
Directed	2	12%	1	6%			3	12%			0	0%
Reasonable Accommodation	3	18%	6	38%	7	44%	8	32%	6	17%	1	11%
Reinstatement											0	0%
Religious Accommodation					1	6%					0	0%
Retirement											0	0%
Sex Stereotyping											0	0%
Telework											0	0%
Termination	1	6%	2	13%					2	6%	0	0%
Terms/Conditions of Employment	2	12%									0	0%
Time and Attendance					1	6%	1	4%			2	22%

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Training											0	0%
Other	7	41%	3	19%	5	31%	7	28%	10	29%	2	22%

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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)	2703	3232	3804	3989	3907	362
Total Complainants 704(l)(2)	2338	2782	3273	3457	3395	337
Number complaints pending: 704(l)(3)						
Investigation	11	3	6	19	11	0
ROI issued, pending Complainant's action	8	15	14	8	15	0
Hearing	2177	2672	2909	2844	2587	236
Final Agency Action	174	129	382	627	650	13
Appeal with EEOC Office of Federal Operations	326	410	492	491	644	113

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	1023	751	724	718	664	709
Pending Investigations Over Required Time Frames	249	60	129	83	40	141