



**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**VA-Wide**

Complaints by Issue 29 CFR §1614.704 (e)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	2022
<b>Appointment/Hire</b>	70	93	64	83	55	77
<b>Assignment of Duties</b>	236	239	356	298	254	242
<b>Awards</b>	23	8	18	5	18	17
<b>Conversion to Full-time</b>	1	1	1	0	2	2
<b>Disciplinary Action</b>						
Demotion	15	19	27	25	24	23
Reprimand	74	123	127	128	115	79
Suspension	122	128	110	93	80	86
Removal	70	92	126	90	58	61
Warning	202	151	202	199	147	233
<b>Duty Hours</b>	68	77	98	112	77	106
<b>Performance Evaluation/Appraisal</b>	229	341	265	328	272	284
<b>Examination/Test</b>	1	2	1	2	0	4
<b>Harassment</b>						
Non-Sexual	1524	1631	1518	1760	1633	1881
Sexual	110	112	88	83	86	95
<b>Medical Examination</b>	4	4	12	12	4	8
<b>Pay (Including Overtime)</b>	168	145	140	172	154	187
<b>Promotion/Non-Selection</b>	419	384	373	391	355	340
<b>Reassignment</b>						
Denied	22	27	16	20	23	22
Directed	106	227	100	258	187	239
<b>Reasonable Accommodation Disability</b>	301	391	355	427	331	445
<b>Reinstatement</b>	1	0	1	2	0	3
<b>Religious Accommodation</b>	9	10	6	6	6	163
<b>Retirement</b>	39	46	116	48	41	48
<b>Sex-Stereotyping</b>	0	0	0	0	0	3
<b>Telework</b>	20	32	36	77	89	82
<b>Termination</b>	166	249	192	291	280	247
<b>Terms/Conditions of Employment</b>	41	60	39	45	36	26
<b>Time and Attendance</b>	299	332	381	446	389	391
<b>Training</b>	74	71	100	85	60	71
<b>Other*</b>	363	155	0	160	143	146

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
The average length of time it has taken an agency to complete, respectively, investigation and final action for:						
Complaints pending ( <i>for any length of time</i> ) during fiscal year						
Average number of days in investigation stage	139.9	149.6	135.9	126.2	123.5	225.8
Average number of days in final action stage	610.0	647.7	728.9	781.7	103	72.6
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	222.6	192.6	190.7	195.0	187.4	306.5
Average number of days in final action stage	5	6	8	7	6.5	6.8
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	223.8	211.6	206.7	202.3	198.2	241.9
Average number of days in final action stage	126	140	222	310	199.5	138.3

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
Total Complaints Dismissed by Agency	424	496	574	572	595	511
Average days pending prior to dismissal	48.8	49.9	46.7	40.9	46.1	61.9

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
Total Complaints Withdrawn by Complainants	208	208	174	188	197	215

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	63	100%
Without Hearing	18	55%	18	55%	29	52%	36	49%	44	68%	38	60%
With Hearing	18	45%	15	45%	27	48%	37	51%	21	32%	25	40%





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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	36	100%	33	100%	56	100%	73	100%	65	100%	63	100%
<b>Appointment/Hire</b>	1	3%	0	0%	0	0%	1	1%	0	0%	0	0%
<b>Assignment of Duties</b>	2	6%	0	0%	1	2%	5	7%	1	2%	3	5%
<b>Awards</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Conversion to Full-time</b>	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
<b>Disciplinary Action</b>												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	3%	0	0%	0	0%	0	0%	1	2%	1	2%
Suspension	0	0%	0	0%	0	0%	4	5%	0	0%	0	0%
Removal	2	6%	0	0%	1	2%	3	4%	1	2%	1	2%
Warning	0	0%	0	0%	0	0%	7	9%	1	2%	2	3%
<b>Duty Hours</b>	1	3%	0	0%	0	0%	2	3%	0	0%	0	0%
<b>Evaluation Appraisal</b>	1	3%	0	0%	3	5%	7	9%	3	5%	0	0%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	4	11%	12	36%	13	23%	21	28%	15	23%	21	33%
Sexual	3	8%	2	6%	6	11%	6	8%	8	12%	8	13%
<b>Medical Examination</b>	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
<b>Pay (Including Overtime)</b>	0	0%	1	3%	2	4%	1	1%	4	6%	4	6%
<b>Promotion/Non-Selection</b>	6	17%	5	15%	5	9%	16	22%	11	17%	2	3%
<b>Reassignment</b>												
Denied	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%
Directed	3	8%	1	3%	4	7%	3	4%	1	2%	1	2%
<b>Reasonable Accommodation</b>	9	25%	9	27%	15	27%	11	15%	16	25%	20	32%
<b>Reinstatement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religious Accommodation</b>	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
<b>Retirement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
<b>Sex-Stereotyping</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Telework</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Termination</b>	5	14%	1	3%	3	5%	2	3%	4	6%	4	6%
<b>Terms/Conditions of Employment</b>	2	6%	0	0%	3	5%	2	3%	0	0%	0	0%
<b>Time and Attendance</b>	0	0%	1	3%	3	5%	1	1%	4	6%	6	10%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	4	11%	8	24%	14	25%	20	27%	10	15%	11	17%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	18	100%	18	100%	29	100%	36	100%	44	100%	38	100%
<b>Appointment/Hire</b>	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Assignment of Duties</b>	2	11%	0	0%	1	3%	1	3%	0	0%	2	5%
<b>Awards</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Conversion to Full-time</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Disciplinary Action</b>												
<b>Demotion</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Reprimand</b>	0	0%	0	0%	0	0%	0	0%	1	2%	1	3%
<b>Suspension</b>	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
<b>Removal</b>	1	6%	0	0%	1	3%	2	5%	0	0%	0	0%
<b>Warning</b>	0	0%	0	0%	0	0%	2	5%	1	2%	1	3%
<b>Duty Hours</b>	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
<b>Evaluation Appraisal</b>	1	6%	0	0%	3	10%	2	5%	1	2%	0	0%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
<b>Non-Sexual</b>	1	6%	3	17%	6	21%	6	16%	4	9%	9	24%
<b>Sexual</b>	2	11%	1	6%	4	14%	6	16%	6	14%	4	11%
<b>Medical Examination</b>	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
<b>Pay (Including Overtime)</b>	0	0%	1	6%	0	0%	0	0%	1	2%	3	8%
<b>Promotion/Non-Selection</b>	2	11%	1	6%	2	7%	6	16%	7	16%	0	0%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Directed</b>	1	6%	0	0%	3	10%	0	0%	0	0%	0	0%
<b>Reasonable Accommodation</b>	6	33%	7	39%	11	38%	7	19%	14	32%	13	34%
<b>Reinstatement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religious Accommodation</b>	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
<b>Retirement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
<b>Sex-Stereotyping</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Telework</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Termination</b>	2	11%	0	0%	1	3%	2	5%	0	0%	0	0%
<b>Terms/Conditions of Employment</b>	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
<b>Time and Attendance</b>	0	0%	1	6%	2	7%	0	0%	2	5%	3	8%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	4	22%	6	33%	8	28%	10	28%	9	20%	10	26%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	18	100%	15	100%	27	100%	37	100%	21	100%	25	100%
Appointment/Hire	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	4	11%	1	5%	1	4%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
<b>Disciplinary Action</b>												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%
Removal	1	6%	0	0%	0	0%	1	3%	1	5%	1	4%
Warning	0	0%	0	0%	0	0%	5	14%	0	0%	1	4%
Duty Hours	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	0	0%	5	14%	2	10%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	3	17%	9	60%	7	26%	15	41%	11	52%	12	48%
Sexual	1	6%	1	7%	2	7%	0	0%	2	10%	4	16%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	2	7%	1	3%	3	14%	1	4%
Promotion/Non-Selection	4	22%	4	27%	3	11%	10	27%	4	19%	2	8%
<b>Reassignment</b>												
Denied	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Directed	2	11%	1	7%	1	4%	3	8%	1	5%	1	4%
Reasonable Accommodation	3	17%	2	13%	4	15%	4	11%	2	10%	7	28%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	3	17%	1	7%	2	7%	0	0%	4	19%	4	16%
Terms/Conditions of Employment	2	11%	0	0%	2	7%	2	5%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	4%	1	3%	2	10%	3	12%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	2	13%	6	22%	10	27%	1	5%	1	4%

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Pending Complaints Filed in Previous Fiscal Years by Status 29 CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
<b>Total complaints from previous Fiscal Years</b>	3647	4332	4562	4458	3680	3553
<b>Total Complainants</b>	3146	3734	3955	3878	3255	3177
<b>Number complaints pending</b>						
Investigation	14	8	24	16	3	4
ROI issued, pending Complainant's action	18	18	11	17	8	6
Hearing	2979	3286	3236	2934	2523	2214
Final Action	153	444	714	731	468	536
Appeal with EEOC Office of Federal Operations	480	574	576	759	678	793

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
<b>Pending Complaints Where Investigations Exceeds Required Time Frames</b>	80	144	97	52	43	15