



**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**Veterans Health Administration**

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
Appointment/Hire	60	79	55	65	50	68
Assignment of Duties	208	214	311	275	245	225
Awards	17	6	16	5	17	17
Conversion to Full-time	1	1	1	0	2	2
<b>Disciplinary Action</b>						
Demotion	14	18	23	23	22	22
Reprimand	64	106	110	112	106	70
Suspension	109	121	99	88	78	78
Removal	62	83	111	73	53	56
Warning	175	124	175	173	129	219
Duty Hours	66	76	97	106	76	100
Performance Evaluation/Appraisal	196	301	229	290	239	259
Examination/Test	1	2	1	2	0	4
<b>Harassment</b>						
Non-Sexual	1356	1449	1344	1584	1512	1710
Sexual	103	97	81	72	80	90
Medical Examination	4	4	12	12	4	8
Pay (Including Overtime)	152	138	128	161	148	179
Promotion/Non-Selection	366	347	333	344	317	308
<b>Reassignment</b>						
Denied	18	22	12	20	19	17
Directed	100	210	89	253	182	232
Reasonable Accommodation Disability	230	328	292	358	306	400
Reinstatement	1	0	1	2	0	2
Religious Accommodation	9	7	4	6	6	160
Retirement	30	41	104	43	34	38
Sex-Stereotyping	0	0	0	0	0	2
Telework	13	21	24	64	85	73
Termination	150	226	182	263	258	232
Terms/Conditions of Employment	36	54	36	38	34	25
Time and Attendance	264	302	344	408	373	360
Training	59	61	81	71	55	66
Other*	307	138	0	138	128	140

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
The average length of time it has taken an agency to complete, respectively, investigation an final action for:	2017	2018	2019	2020	2021	2022
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	129.6	148.6	133.2	122.4	124.3	229.4
Average number of days in final action stage	614.3	650.3	732.2	778.5	101.8	70.7
<b>Complaints pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	222.8	191.6	190.8	196.2	188.6	302.6
Average number of days in final action stage	5	6	9	13	6.5	6.6
<b>Complaints pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	225	212.6	207.6	202.5	198.4	243.8
Average number of days in final action stage	122	142	227	310	197.1	134.8

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	374	421	500	498	543	463
Average days pending prior to dismissal	49.54	50.84	46	41.59	45.9	51.3

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	177	187	155	163	175	194

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	33	100%	30	100%	48	100%	69	100%	58	100%	55	100%
Without Hearing	16	48%	16	53%	25	64%	35	51%	37	64%	35	64%
With Hearing	17	52%	14	47%	23	59%	34	49%	21	36%	20	36%





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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>	33	100%	30	100%	48	100%	69	100%	58	100%	55	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%	4	6%	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>												
<b>Demotion</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Reprimand</b>	1	3%	0	0%	0	0%	0	0%	1	2%	1	2%
<b>Suspension</b>	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%
<b>Removal</b>	2	6%	0	0%	1	2%	2	3%	1	2%	1	2%
<b>Warning</b>	0	0%	0	0%	0	0%	5	7%	0	0%	1	2%
<b>Duty Hours</b>	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Evaluation Appraisal</b>	1	3%	0	0%	3	6%	5	7%	2	3%	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>	4	12%	11	37%	12	25%	19	28%	14	24%	19	35%
<b>Sexual</b>	3	9%	1	3%	4	8%	6	9%	8	14%	7	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	7%	4	7%
<b>Promotion/Non-Selection</b>	5	38%	5	17%	4	8%	14	20%	11	19%	2	4%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
<b>Directed</b>	3	9%	1	3%	4	8%	1	1%	1	2%	1	2%
<b>Reasonable Accommodation</b>	8	24%	9	30%	10	21%	10	14%	11	19%	17	31%
<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	15%	1	3%	1	2%	2	3%	4	7%	3	5%
<b>Terms/Conditions of Employment</b>	2	6%	0	0%	1	2%	0	0%	0	0%	0	0%
<b>Time and Attendance</b>	0	0%	1	3%	2	4%	1	1%	4	7%	6	11%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	3	9%	7	23%	13	27%	20	29%	10	17%	11	20%

**Department of Veterans Affairs**  
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**Complaint Activity**  
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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	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	16	100%	16	100%	25	100%	35	100%	37	100%	35	100%
Appointment/Hire	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	2	13%	0	0%	1	4%	1	3%	0	0%	2	6%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Disciplinary Action</b>												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	1	3%	1	3%
Suspension	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Removal	1	6%	0	0%	1	4%	2	6%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	3	12%	2	6%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	1	6%	3	19%	5	20%	6	17%	3	8%	9	26%
Sexual	2	13%	1	6%	3	12%	6	17%	6	16%	3	9%
Medical Examination	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	6%	0	0%	0	0%	1	3%	3	9%
Promotion/Non-Selection	1	6%	1	6%	1	4%	6	17%	7	19%	0	0%
<b>Reassignment</b>												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	6%	0	0%	3	12%	0	0%	0	0%	0	0%
Reasonable Accommodation	6	38%	7	44%	8	32%	6	17%	9	24%	12	34%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
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	2	13%	0	0%	0	0%	2	6%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	6%	1	4%	0	0%	2	5%	3	9%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	3	19%	5	31%	7	28%	10	29%	9	24%	10	29%

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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	17	100%	14	100%	23	100%	34	100%	21	100%	20	100%
Appointment/Hire	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	3	9%	1	5%	1	5%
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%	2	6%	0	0%	0	0%
Removal	1	6%	0	0%	0	0%	0	0%	1	5%	1	5%
Warning	0	0%	0	0%	0	0%	3	9%	0	0%	1	5%
Duty Hours	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	0	0%	3	9%	2	10%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	3	18%	8	57%	7	30%	13	38%	11	52%	10	50%
Sexual	1	6%	0	0%	1	4%	0	0%	2	10%	4	20%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	2	9%	1	3%	3	14%	1	5%
Promotion/Non-Selection	3	18%	4	29%	3	13%	8	24%	4	19%	2	10%
<b>Reassignment</b>												
Denied	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Directed	2	12%	1	7%	1	4%	1	3%	1	5%	1	5%
Reasonable Accommodation	2	12%	2	14%	2	9%	4	12%	2	10%	5	25%
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	2	12%	1	7%	1	4%	0	0%	4	19%	3	15%
Terms/Conditions of Employment	2	12%	0	0%	1	4%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	4%	1	3%	2	10%	3	15%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	2	14%	6	26%	10	29%	1	5%	1	5%



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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
Total complaints from previous Fiscal Years	3232	3804	3989	3907	3247	3171
Total Complainants	2782	3273	3457	3395	2864	2837
<b>Number complaints pending</b>						
Investigation	3	6	19	11	2	1
ROI issued, pending Complainant's action	15	14	8	15	7	5
Hearing	2672	2909	2844	2587	2237	1999
Final Action	129	382	627	650	414	480
Appeal with EEOC Office of Federal Operations	410	492	491	644	587	686

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
Pending Complaints Where Investigations Exceeds Required Time Frames	60	129	83	40	40	13