

**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:  
Internal Complaint Activity  
VA-Wide**

Complaint Activity 29 CFR §1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Number of Complaints Filed	18	24	26	15	22	20
Number of Complainants	18	20	24	15	22	19
Repeat Filers	0	4	2	0	2	1

Complaints by Basis 29 CFR §1614.704 (d)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	7	4	5	6	6	6
Color	0	1	0	0	1	0
Religion	0	0	0	0	1	0
Reprisal	4	5	9	5	12	8
Sex	7	4	3	5	3	3
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	9
Disability	11	8	12	6	11	9
GINA	0	0	0	0	0	0
Non-EEO basis	0	0	0	0	0	0

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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>	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Appointment/Hire	1	1	6	0	3	1
Assignment of Duties	0	1	1	3	2	1
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	1
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	2
Duty Hours	0	0	0	0	0	0
Performance Evaluation/Appraisal	2	1	2	2	1	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	7	9	14	11	11	10
Sexual	0	0	2	3	2	1
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	6
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	5	1	1	0	4	4
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	4
Terms/Conditions of Employment	2	0	0	1	1	0
Time and Attendance	0	2	4	2	4	2
Training	1	0	0	1	1	0
Other*	1	2	0	0	1	0













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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					
	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Total complaints from previous Fiscal Years	23	30	35	37	31	35
Total Complainants	23	29	31	33	30	31
<b>Number complaints pending</b>						
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	20
Final Action	0	3	3	3	4	5
Appeal with EEOC Office of Federal Operations	4	7	8	8	9	10

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Pending Complaints Where Investigations Exceeds Required Time Frames	2	1	0	0	2	0