

**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	2598	2571	2813	2642	2807	2601
Number of Complainants	2474	2568	2692	2514	2668	2478
Repeat Filers	115	92	109	124	123	112

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	963	982	992	995	997	967
Color	140	128	139	119	115	104
Religion	88	98	105	79	73	66
Reprisal	1086	1088	1209	1129	1243	1178
Sex	768	836	806	716	706	698
Pregnancy Discrimination Act	0	0	0	18	16	18
National Origin	207	210	249	238	221	213
Equal Pay Act	24	29	18	23	19	24
Age	667	720	644	632	643	618
Disability	862	902	1095	967	1066	954
GINA	4	7	3	6	5	3
Non-EEO basis	0	0	0	0	0	0

**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal 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>	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Appointment/Hire	67	70	93	64	83	55
Assignment of Duties	205	236	239	356	298	254
Awards	18	23	8	18	5	18
Conversion to Full-time	1	1	1	1	0	2
Disciplinary Action						
Demotion	8	15	19	27	25	24
Reprimand	64	74	123	127	128	115
Suspension	109	122	128	110	93	80
Removal	47	70	92	126	90	58
Warning	191	202	151	202	199	147
Duty Hours	78	68	77	98	112	77
Performance Evaluation/Appraisal	256	229	341	265	328	272
Examination/Test	3	1	2	1	2	0
Harassment						
Non-Sexual	1425	1524	1631	1518	1760	1633
Sexual	86	110	112	88	83	86
Medical Examination	4	4	4	12	12	4
Pay (Including Overtime)	142	168	145	140	172	154
Promotion/Non-Selection	442	419	384	373	391	355
Reassignment						
Denied	20	22	27	16	20	23
Directed	102	106	227	100	258	187
Reasonable Accommodation Disability	297	301	391	355	427	331
Reinstatement	4	1	0	1	2	0
Religious Accommodation	0	9	10	6	6	6
Retirement	43	39	46	116	48	41
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	20	32	36	77	89
Termination	182	166	249	192	291	280
Terms/Conditions of Employment	37	41	60	39	45	36
Time and Attendance	286	299	332	381	446	389
Training	84	74	71	100	85	60
Other*	352	363	155	0	160	143

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

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 and final action for: Complaints pending (for any length of time) during fiscal year	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Average number of days in investigation stage	161.5	139.9	149.6	135.9	126.2	123.5
Average number of days in final action stage	728.0	610.0	647.7	728.9	781.7	103
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	218.2	222.6	192.6	190.7	195.0	187.4
Average number of days in final action stage	6	5	6	8	7	6.5
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	212.5	223.8	211.6	206.7	202.3	198.2
Average number of days in final action stage	115	126	140	222	310	199.5

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Total Complaints Dismissed by Agency	369	424	496	574	572	595
Average days pending prior to dismissal	58.4	48.8	49.9	46.7	40.9	46.1

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Total Complaints Withdrawn by Complainants	171	208	208	174	188	197

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q4 (10/1 - 9/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	35	100%	36	100%	33	100%	56	100%	73	100%	65	100%
Without Hearing	19	54%	18	55%	18	55%	29	52%	36	49%	44	68%
With Hearing	16	46%	18	45%	15	45%	27	48%	37	51%	21	32%

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

Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q4 (10/1 - 9/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	35	100%	36	100%	33	100%	56	100%	73	100%	65	100%
Appointment/Hire	2	6%	1	3%	0	0%	0	0%	1	1%	0	0%
Assignment of Duties	1	3%	2	6%	0	0%	1	2%	5	7%	1	2%
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%	1	1%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	1	3%	0	0%	0	0%	0	0%	1	2%
Suspension	1	3%	0	0%	0	0%	0	0%	4	5%	0	0%
Removal	0	0%	2	6%	0	0%	1	2%	3	4%	1	2%
Warning	0	0%	0	0%	0	0%	0	0%	7	9%	1	2%
Duty Hours	1	3%	1	3%	0	0%	0	0%	2	3%	0	0%
Evaluation Appraisal	1	3%	1	3%	0	0%	3	5%	7	9%	3	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	11	31%	4	11%	12	36%	13	23%	21	28%	15	23%
Sexual	8	23%	3	8%	2	6%	6	11%	6	8%	8	12%
Medical Examination	1	3%	0	0%	0	0%	0	0%	1	1%	0	0%
Pay (Including Overtime)	2	6%	0	0%	1	3%	2	4%	1	1%	4	6%
Promotion/Non-Selection	3	9%	6	17%	5	15%	5	9%	16	22%	11	17%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%
Directed	0	0%	3	8%	1	3%	4	7%	3	4%	1	2%
Reasonable Accommodation	6	17%	9	25%	9	27%	15	27%	11	15%	16	25%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	1	3%	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	5	14%	5	14%	1	3%	3	5%	2	3%	4	6%
Terms/Conditions of Employment	4	11%	2	6%	0	0%	3	5%	2	3%	0	0%
Time and Attendance	1	3%	0	0%	1	3%	3	5%	1	1%	4	6%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	20%	4	11%	8	24%	14	25%	20	27%	10	15%

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

Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q4 (10/1 - 9/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	19	100%	18	100%	18	100%	29	100%	36	100%	44	100%
Appointment/Hire	1	5%	1	6%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	2	11%	0	0%	1	3%	1	3%	0	0%
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%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
Suspension	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Removal	0	0%	1	6%	0	0%	1	3%	2	5%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	2	5%	1	2%
Duty Hours	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%
Evaluation Appraisal	0	0%	1	6%	0	0%	3	10%	2	5%	1	2%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	16%	1	6%	3	17%	6	21%	6	16%	4	9%
Sexual	5	26%	2	11%	1	6%	4	14%	6	16%	6	14%
Medical Examination	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Pay (Including Overtime)	1	5%	0	0%	1	6%	0	0%	0	0%	1	2%
Promotion/Non-Selection	0	0%	2	11%	1	6%	2	7%	6	16%	7	16%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	2	11%	1	6%	0	0%	3	10%	0	0%	0	0%
Reasonable Accommodation	4	21%	6	33%	7	39%	11	38%	7	19%	14	32%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	1	6%	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	11%	2	11%	0	0%	1	3%	2	5%	0	0%
Terms/Conditions of Employment	2	11%	0	0%	0	0%	1	3%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	6%	2	7%	0	0%	2	5%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	37%	4	22%	6	33%	8	28%	10	28%	9	20%

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

Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q4 (10/1 - 9/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	16	100%	18	100%	15	100%	27	100%	37	100%	21	100%
Appointment/Hire	1	6%	0	0%	0	0%	0	0%	1	3%	0	0%
Assignment of Duties	1	6%	0	0%	0	0%	0	0%	4	11%	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%	0	0%	1	3%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
Suspension	1	6%	0	0%	0	0%	0	0%	3	8%	0	0%
Removal	0	0%	1	6%	0	0%	0	0%	1	3%	1	5%
Warning	0	0%	0	0%	0	0%	0	0%	5	14%	0	0%
Duty Hours	1	6%	1	6%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	6%	1	6%	0	0%	0	0%	5	14%	2	10%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	8	50%	3	17%	9	60%	7	26%	15	41%	11	52%
Sexual	3	19%	1	6%	1	7%	2	7%	0	0%	2	10%
Medical Examination	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	6%	0	0%	0	0%	2	7%	1	3%	3	14%
Promotion/Non-Selection	3	19%	4	22%	4	27%	3	11%	10	27%	4	19%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%
Directed	1	6%	2	11%	1	7%	1	4%	3	8%	1	5%
Reasonable Accommodation	2	13%	3	17%	2	13%	4	15%	4	11%	2	10%
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	19%	3	17%	1	7%	2	7%	0	0%	4	19%
Terms/Conditions of Employment	2	13%	2	11%	0	0%	2	7%	2	5%	0	0%
Time and Attendance	1	6%	0	0%	0	0%	1	4%	1	3%	2	10%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	2	13%	6	22%	10	27%	1	5%

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

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	3106	3647	4332	4562	4458	3680
Total Complainants	2691	3146	3734	3955	3878	3255
Number complaints pending						
Investigation	18	14	8	24	16	3
ROI issued, pending Complainant's action	9	18	18	11	17	8
Hearing	2475	2979	3286	3236	2934	2523
Final Action	206	153	444	714	731	468
Appeal with EEOC Office of Federal Operations	390	480	574	576	759	678

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	284	80	144	97	52	43