

**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	171	197	194	159	177	106
Number of Complainants	161	187	184	151	168	98
Repeat Filers	11	10	9	10	14	10

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	60	76	56	62	64	39
Color	8	7	5	6	3	1
Religion	5	5	7	3	3	2
Reprisal	70	79	90	62	85	47
Sex	52	58	52	53	41	25
Pregnancy Discrimination Act	0	0	0	0	0	1
National Origin	8	4	9	8	11	5
Equal Pay Act	1	1	1	0	0	0
Age	47	43	46	44	41	28
Disability	79	116	109	80	100	47
GINA	1	0	0	1	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	2	6	6	4	8	3
Assignment of Duties	9	11	10	16	12	4
Awards	1	4	1	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	4	2	1
Reprimand	4	5	8	9	9	5
Suspension	13	9	4	8	4	0
Removal	2	6	9	14	9	1
Warning	10	15	19	11	18	7
Duty Hours	4	0	1	0	4	0
Performance Evaluation/Appraisal	12	11	15	18	19	17
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	80	99	111	83	100	54
Sexual	7	5	10	2	7	3
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	4	11	4	6	7	1
Promotion/Non-Selection	42	26	26	21	31	14
Reassignment						
Denied	1	2	2	3	0	3
Directed	9	5	13	8	1	3
Reasonable Accommodation Disability	42	53	41	38	44	17
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	1	0	0
Retirement	2	4	3	6	4	5
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	4	5	6	7	0
Termination	9	12	20	8	20	15
Terms/Conditions of Employment	4	4	6	0	4	1
Time and Attendance	12	21	16	15	28	10
Training	5	10	5	10	6	4
Other*	24	43	12	0	11	8

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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:	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	135.0	131.0	143.0	120.9	116.1	108.4
Average number of days in final action stage	884.1	574.3	626.5	740.7	810.1	91.9
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	250.0	216.2	194.4	187.6	179.2	175.4
Average number of days in final action stage	5	7	4	6	11	6.2
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	214.2	216.0	203.7	201.9	203.5	202.3
Average number of days in final action stage	143	117	129	244	305	177.6

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	31	32	45	38	43	27
Average days pending prior to dismissal	63.97	40	46.44	63.3	30.5	46.96

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	24	18	14	10	13	16

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	2	100%	1	100%	2	100%	5	100%	2	100%	5	100%
Without Hearing	2	100%	0	0%	1	50%	2	40%	1	50%	5	100%
With Hearing	0	0%	1	100%	1	50%	3	60%	1	50%	0	0%

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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											
	2016		2017		2018		2019		2020		2021 Q4 (10/1 - 9/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	0	0%	0	0%	2	100%	5	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	1	50%	0	0%	0	0%	0	0%	0	0%	1	20%
Sexual	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	1	20%	1	50%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	50%	1	100%	0	0%	3	60%	1	50%	4	80%
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	1	50%	0	0%	0	0%	1	20%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	1	100%	1	20%	0	0%	0	0%

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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											
	2016		2017		2018		2019		2020		2021 Q4 (10/1 - 9/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	2	100%	0	0%	1	100%	2	100%	1	100%	5	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	1	50%	0	0%	0	0%	0	0%	0	0%	1	20%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	50%	0	0%	0	0%	2	100%	1	100%	4	80%
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	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	1	100%	1	50%	0	0%	0	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	210	227	289	308	289	215
Total Complainants	184	199	256	272	251	196
Number complaints pending						
Investigation	0	0	0	1	2	1
ROI issued, pending Complainant's action	1	1	2	2	0	1
Hearing	152	169	200	199	177	138
Final Action	20	14	38	56	48	31
Appeal with EEOC Office of Federal Operations	34	43	49	50	62	44

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	14	7	6	5	7	1