

**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	2288	2255	2488	2343	2489	2381
Number of Complainants	2182	2175	2392	2230	2373	2274
Repeat Filers	102	72	94	110	112	100

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	861	871	881	862	880	881
Color	129	117	131	106	109	99
Religion	81	88	96	72	66	62
Reprisal	969	954	1068	990	1085	1078
Sex	680	736	714	620	623	637
Pregnancy Discrimination Act	0	0	0	17	15	17
National Origin	193	196	231	215	200	205
Equal Pay Act	22	28	17	22	19	24
Age	595	645	571	550	559	555
Disability	731	743	926	822	905	866
GINA	3	4	3	4	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)
<b>Appointment/Hire</b>	62	60	79	55	65	50
<b>Assignment of Duties</b>	187	208	214	311	275	245
<b>Awards</b>	15	17	6	16	5	17
<b>Conversion to Full-time</b>	1	1	1	1	0	2
<b>Disciplinary Action</b>						
<b>Demotion</b>	5	14	18	23	23	22
<b>Reprimand</b>	56	64	106	110	112	106
<b>Suspension</b>	91	109	121	99	88	78
<b>Removal</b>	43	62	83	111	73	53
<b>Warning</b>	175	175	124	175	173	129
<b>Duty Hours</b>	73	66	76	97	106	76
<b>Performance Evaluation/Appraisal</b>	224	196	301	229	290	239
<b>Examination/Test</b>	3	1	2	1	2	0
<b>Harassment</b>						
<b>Non-Sexual</b>	1292	1356	1449	1344	1584	1512
<b>Sexual</b>	77	103	97	81	72	80
<b>Medical Examination</b>	4	4	4	12	12	4
<b>Pay (Including Overtime)</b>	134	152	138	128	161	148
<b>Promotion/Non-Selection</b>	380	366	347	333	344	317
<b>Reassignment</b>						
<b>Denied</b>	19	18	22	12	20	19
<b>Directed</b>	91	100	210	89	253	182
<b>Reasonable Accommodation Disability</b>	232	230	328	292	358	306
<b>Reinstatement</b>	3	1	0	1	2	0
<b>Religious Accommodation</b>	0	9	7	4	6	6
<b>Retirement</b>	39	30	41	104	43	34
<b>Sex-Stereotyping</b>	0	0	0	0	0	0
<b>Telework</b>	0	13	21	24	64	85
<b>Termination</b>	169	150	226	182	263	258
<b>Terms/Conditions of Employment</b>	32	36	54	36	38	34
<b>Time and Attendance</b>	257	264	302	344	408	373
<b>Training</b>	74	59	61	81	71	55
<b>Other*</b>	316	307	138	0	138	128

**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 an final action for:	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	158.5	129.6	148.6	133.2	122.4	124.3
Average number of days in final action stage	721.3	614.3	650.3	732.2	778.5	101.8
<b>Complaints pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	216.2	222.8	191.6	190.8	196.2	188.6
Average number of days in final action stage	6	5	6	9	13	6.5
<b>Complaints pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	212.5	225	212.6	207.6	202.5	198.4
Average number of days in final action stage	114	122	142	227	310	197.1

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	314	374	421	500	498	543
Average days pending prior to dismissal	57.7	49.54	50.84	46	41.59	45.9

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	139	177	187	155	163	175

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	32	100%	33	100%	30	100%	48	100%	69	100%	58	100%
Without Hearing	17	53%	16	48%	16	53%	25	64%	35	51%	37	64%
With Hearing	15	47%	17	52%	14	47%	23	59%	34	49%	21	36%





**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)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	32	100%	33	100%	30	100%	48	100%	69	100%	58	100%
<b>Appointment/Hire</b>	2	6%	1	3%	0	0%	0	0%	1	1%	0	0%
<b>Assignment of Duties</b>	1	3%	2	6%	0	0%	1	2%	4	6%	1	2%
<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%	1	1%	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%	1	3%	0	0%	0	0%	0	0%	1	2%
<b>Suspension</b>	1	3%	0	0%	0	0%	0	0%	3	4%	0	0%
<b>Removal</b>	0	0%	2	6%	0	0%	1	2%	2	3%	1	2%
<b>Warning</b>	0	0%	0	0%	0	0%	0	0%	5	7%	0	0%
<b>Duty Hours</b>	1	3%	1	3%	0	0%	0	0%	0	0%	0	0%
<b>Evaluation Appraisal</b>	1	3%	1	3%	0	0%	3	6%	5	7%	2	3%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
<b>Non-Sexual</b>	9	28%	4	12%	11	37%	12	25%	19	28%	14	24%
<b>Sexual</b>	7	22%	3	9%	1	3%	4	8%	6	9%	8	14%
<b>Medical Examination</b>	1	3%	0	0%	0	0%	0	0%	1	1%	0	0%
<b>Pay (Including Overtime)</b>	2	6%	0	0%	1	3%	2	4%	1	1%	4	7%
<b>Promotion/Non-Selection</b>	3	9%	5	38%	5	17%	4	8%	14	20%	11	19%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
<b>Directed</b>	3	9%	3	9%	1	3%	4	8%	1	1%	1	2%
<b>Reasonable Accommodation</b>	5	16%	8	24%	9	30%	10	21%	10	14%	11	19%
<b>Reinstatement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religious Accommodation</b>	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
<b>Retirement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<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>	4	13%	5	15%	1	3%	1	2%	2	3%	4	7%
<b>Terms/Conditions of Employment</b>	4	13%	2	6%	0	0%	1	2%	0	0%	0	0%
<b>Time and Attendance</b>	1	3%	0	0%	1	3%	2	4%	1	1%	4	7%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	7	22%	3	9%	7	23%	13	27%	20	29%	10	17%

**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)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	17	100%	16	100%	16	100%	25	100%	35	100%	37	100%
<b>Appointment/Hire</b>	1	6%	1	6%	0	0%	0	0%	0	0%	0	0%
<b>Assignment of Duties</b>	0	0%	2	13%	0	0%	1	4%	1	3%	0	0%
<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>												
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	3%
Suspension	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Removal	0	0%	1	6%	0	0%	1	4%	2	6%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%
<b>Duty Hours</b>	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%
<b>Evaluation Appraisal</b>	0	0%	1	6%	0	0%	3	12%	2	6%	0	0%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	2	12%	1	6%	3	19%	5	20%	6	17%	3	8%
Sexual	5	29%	2	13%	1	6%	3	12%	6	17%	6	16%
<b>Medical Examination</b>	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
<b>Pay (Including Overtime)</b>	1	6%	0	0%	1	6%	0	0%	0	0%	1	3%
<b>Promotion/Non-Selection</b>	0	0%	1	6%	1	6%	1	4%	6	17%	7	19%
<b>Reassignment</b>												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	2	12%	1	6%	0	0%	3	12%	0	0%	0	0%
<b>Reasonable Accommodation</b>	3	18%	6	38%	7	44%	8	32%	6	17%	9	24%
<b>Reinstatement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religious Accommodation</b>	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
<b>Retirement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<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>	1	6%	2	13%	0	0%	0	0%	2	6%	0	0%
<b>Terms/Conditions of Employment</b>	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Time and Attendance</b>	0	0%	0	0%	1	6%	1	4%	0	0%	2	5%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	7	41%	3	19%	5	31%	7	28%	10	29%	9	24%

**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)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing</b>	15	100%	17	100%	14	100%	23	100%	34	100%	21	100%
<b>Appointment/Hire</b>	1	7%	0	0%	0	0%	0	0%	1	3%	0	0%
<b>Assignment of Duties</b>	1	7%	0	0%	0	0%	0	0%	3	9%	1	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%	1	3%	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%	1	6%	0	0%	0	0%	0	0%	0	0%
<b>Suspension</b>	1	7%	0	0%	0	0%	0	0%	2	6%	0	0%
<b>Removal</b>	0	0%	1	6%	0	0%	0	0%	0	0%	1	5%
<b>Warning</b>	0	0%	0	0%	0	0%	0	0%	3	9%	0	0%
<b>Duty Hours</b>	1	7%	1	6%	0	0%	0	0%	0	0%	0	0%
<b>Evaluation Appraisal</b>	1	7%	1	6%	0	0%	0	0%	3	9%	2	10%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
<b>Non-Sexual</b>	7	47%	3	18%	8	57%	7	30%	13	38%	11	52%
<b>Sexual</b>	2	13%	1	6%	0	0%	1	4%	0	0%	2	10%
<b>Medical Examination</b>	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Pay (Including Overtime)</b>	1	7%	0	0%	0	0%	2	9%	1	3%	3	14%
<b>Promotion/Non-Selection</b>	3	20%	3	18%	4	29%	3	13%	8	24%	4	19%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
<b>Directed</b>	1	7%	2	12%	1	7%	1	4%	1	3%	1	5%
<b>Reasonable Accommodation</b>	2	13%	2	12%	2	14%	2	9%	4	12%	2	10%
<b>Reinstatement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religious Accommodation</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Retirement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<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>	3	20%	2	12%	1	7%	1	4%	0	0%	4	19%
<b>Terms/Conditions of Employment</b>	2	13%	2	12%	0	0%	1	4%	0	0%	0	0%
<b>Time and Attendance</b>	1	7%	0	0%	0	0%	1	4%	1	3%	2	10%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	0	0%	0	0%	2	14%	6	26%	10	29%	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	2703	3232	3804	3989	3907	3247
Total Complainants	2338	2782	3273	3457	3395	2864
<b>Number complaints pending</b>						
Investigation	11	3	6	19	11	2
ROI issued, pending Complainant's action	8	15	14	8	15	7
Hearing	2177	2672	2909	2844	2587	2237
Final Action	174	129	382	627	650	414
Appeal with EEOC Office of Federal Operations	326	410	492	491	644	587

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	249	60	129	83	40	40