

**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 Q3 (10/1 - 6/30)
Number of Complaints Filed	2598	2571	2813	2642	2807	1957
Number of Complainants	2474	2568	2692	2514	2668	1899
Repeat Filers	115	92	109	124	123	55

Complaints by Basis 29 CFR §1614.704 (d)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q3 (10/1 - 6/30)
<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	746
Color	140	128	139	119	115	88
Religion	88	98	105	79	73	48
Reprisal	1086	1088	1209	1129	1243	905
Sex	768	836	806	716	706	529
Pregnancy Discrimination Act	0	0	0	18	16	7
National Origin	207	210	249	238	221	154
Equal Pay Act	24	29	18	23	19	17
Age	667	720	644	632	643	454
Disability	862	902	1095	967	1066	707
GINA	4	7	3	6	5	2
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 Q3 (10/1 - 6/30)
<b>Appointment/Hire</b>	67	70	93	64	83	40
<b>Assignment of Duties</b>	205	236	239	356	298	196
<b>Awards</b>	18	23	8	18	5	15
<b>Conversion to Full-time</b>	1	1	1	1	0	2
<b>Disciplinary Action</b>						
<b>Demotion</b>	8	15	19	27	25	21
<b>Reprimand</b>	64	74	123	127	128	90
<b>Suspension</b>	109	122	128	110	93	62
<b>Removal</b>	47	70	92	126	90	45
<b>Warning</b>	191	202	151	202	199	114
<b>Duty Hours</b>	78	68	77	98	112	60
<b>Performance Evaluation/Appraisal</b>	256	229	341	265	328	219
<b>Examination/Test</b>	3	1	2	1	2	0
<b>Harassment</b>						
<b>Non-Sexual</b>	1425	1524	1631	1518	1760	1226
<b>Sexual</b>	86	110	112	88	83	70
<b>Medical Examination</b>	4	4	4	12	12	4
<b>Pay (Including Overtime)</b>	142	168	145	140	172	114
<b>Promotion/Non-Selection</b>	442	419	384	373	391	269
<b>Reassignment</b>						
<b>Denied</b>	20	22	27	16	20	18
<b>Directed</b>	102	106	227	100	258	143
<b>Reasonable Accommodation Disability</b>	297	301	391	355	427	245
<b>Reinstatement</b>	4	1	0	1	2	0
<b>Religious Accommodation</b>	0	9	10	6	6	3
<b>Retirement</b>	43	39	46	116	48	32
<b>Sex-Stereotyping</b>	0	0	0	0	0	0
<b>Telework</b>	0	20	32	36	77	66
<b>Termination</b>	182	166	249	192	291	219
<b>Terms/Conditions of Employment</b>	37	41	60	39	45	25
<b>Time and Attendance</b>	286	299	332	381	446	307
<b>Training</b>	84	74	71	100	85	48
<b>Other*</b>	352	363	155	0	160	113

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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 and final action for:	2016	2017	2018	2019	2020	2021 Q3 (10/1 - 6/30)
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	161.5	139.9	149.6	135.9	126.2	125.6
Average number of days in final action stage	728.0	610.0	647.7	728.9	781.7	126
<b>Complaints pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	218.2	222.6	192.6	190.7	195.0	199.6
Average number of days in final action stage	115	126	140	222	310	246
<b>Complaints pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	212.5	223.8	211.6	206.7	202.3	188.5
Average number of days in final action stage	6	5	6	8	7	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 Q3 (10/1 - 6/30)
Total Complaints Dismissed by Agency	369	424	496	574	572	448
Average days pending prior to dismissal	58.4	48.8	49.9	46.7	40.9	46.6

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q3 (10/1 - 6/30)
Total Complaints Withdrawn by Complainants	171	208	208	174	188	152

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 Q3 (10/1 - 6/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	35	100%	36	100%	33	100%	56	100%	73	100%	55	100%
Without Hearing	19	54%	18	55%	18	55%	29	52%	36	49%	33	60%
With Hearing	16	46%	18	45%	15	45%	27	48%	37	51%	22	40%





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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 Q3 (10/1 - 6/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	35	100%	36	100%	33	100%	56	100%	73	100%	55	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%	5	7%	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%	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%	0	0%
<b>Suspension</b>	1	3%	0	0%	0	0%	0	0%	4	5%	0	0%
<b>Removal</b>	0	0%	2	6%	0	0%	1	2%	3	4%	0	0%
<b>Warning</b>	0	0%	0	0%	0	0%	0	0%	7	9%	0	0%
<b>Duty Hours</b>	1	3%	1	3%	0	0%	0	0%	2	3%	0	0%
<b>Evaluation Appraisal</b>	1	3%	1	3%	0	0%	3	5%	7	9%	3	5%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
<b>Non-Sexual</b>	11	31%	4	11%	12	36%	13	23%	21	28%	13	24%
<b>Sexual</b>	8	23%	3	8%	2	6%	6	11%	6	8%	7	13%
<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%	5	9%
<b>Promotion/Non-Selection</b>	3	9%	6	17%	5	15%	5	9%	16	22%	9	16%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%
<b>Directed</b>	0	0%	3	8%	1	3%	4	7%	3	4%	0	0%
<b>Reasonable Accommodation</b>	6	17%	9	25%	9	27%	15	27%	11	15%	9	16%
<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>	5	14%	5	14%	1	3%	3	5%	2	3%	3	5%
<b>Terms/Conditions of Employment</b>	4	11%	2	6%	0	0%	3	5%	2	3%	0	0%
<b>Time and Attendance</b>	1	3%	0	0%	1	3%	3	5%	1	1%	4	7%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	7	20%	4	11%	8	24%	14	25%	20	27%	17	31%

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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 Q3 (10/1 - 6/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	19	100%	18	100%	18	100%	29	100%	36	100%	33	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%
<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%	0	0%
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%	0	0%
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	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	3	16%	1	6%	3	17%	6	21%	6	16%	2	6%
Sexual	5	26%	2	11%	1	6%	4	14%	6	16%	5	15%
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	3%
Promotion/Non-Selection	0	0%	2	11%	1	6%	2	7%	6	16%	6	18%
<b>Reassignment</b>												
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%	6	18%
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	6%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	37%	4	22%	6	33%	8	28%	10	28%	11	33%

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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											
	2016		2017		2018		2019		2020		2021 Q3 (10/1 - 6/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	16	100%	18	100%	15	100%	27	100%	37	100%	22	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%	3	14%
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%	0	0%
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	9%
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	50%
Sexual	3	19%	1	6%	1	7%	2	7%	0	0%	2	9%
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%	4	18%
Promotion/Non-Selection	3	19%	4	22%	4	27%	3	11%	10	27%	3	14%
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%	0	0%
Reasonable Accommodation	2	13%	3	17%	2	13%	4	15%	4	11%	3	14%
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%	3	14%
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	9%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	2	13%	6	22%	10	27%	5	23%



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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 Q3 (10/1 - 6/30)
<b>Total complaints from previous Fiscal Years</b>	3106	3647	4332	4562	4458	4557
<b>Total Complainants</b>	2691	3146	3734	3955	3878	3977
<b>Number complaints pending</b>						
Investigation	18	14	8	24	16	25
ROI issued, pending Complainant's action	9	18	18	11	17	29
Hearing	2475	2979	3286	3236	2934	3024
Final Action	206	153	444	714	731	622
Appeal with EEOC Office of Federal Operations	390	480	574	576	759	857

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2016	2017	2018	2019	2020	2021 Q3 (10/1 - 6/30)
<b>Pending Complaints Where Investigations Exceeds Required Time Frames</b>	284	80	144	97	52	44