



**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**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>	2017	2018	2019	2020	2021	2022
<b>Appointment/Hire</b>	70	93	64	83	55	43
<b>Assignment of Duties</b>	236	239	356	298	254	184
<b>Awards</b>	23	8	18	5	18	11
<b>Conversion to Full-time</b>	1	1	1	0	2	0
<b>Disciplinary Action</b>						
<b>Demotion</b>	15	19	27	25	24	11
<b>Reprimand</b>	74	123	127	128	115	87
<b>Suspension</b>	122	128	110	93	80	64
<b>Removal</b>	70	92	126	90	58	43
<b>Warning</b>	202	151	202	199	147	149
<b>Duty Hours</b>	68	77	98	112	77	71
<b>Performance Evaluation/Appraisal</b>	229	341	265	328	272	221
<b>Examination/Test</b>	1	2	1	2	0	2
<b>Harassment</b>						
<b>Non-Sexual</b>	1524	1631	1518	1760	1633	1405
<b>Sexual</b>	110	112	88	83	86	73
<b>Medical Examination</b>	4	4	12	12	4	8
<b>Pay (Including Overtime)</b>	168	145	140	172	154	121
<b>Promotion/Non-Selection</b>	419	384	373	391	355	252
<b>Reassignment</b>						
<b>Denied</b>	22	27	16	20	23	14
<b>Directed</b>	106	227	100	258	187	180
<b>Reasonable Accommodation Disability</b>	301	391	355	427	331	331
<b>Reinstatement</b>	1	0	1	2	0	2
<b>Religious Accommodation</b>	9	10	6	6	6	114
<b>Retirement</b>	39	46	116	48	41	33
<b>Sex-Stereotyping</b>	0	0	0	0	0	2
<b>Telework</b>	20	32	36	77	89	63
<b>Termination</b>	166	249	192	291	280	181
<b>Terms/Conditions of Employment</b>	41	60	39	45	36	17
<b>Time and Attendance</b>	299	332	381	446	389	288
<b>Training</b>	74	71	100	85	60	54
<b>Other*</b>	363	155	0	160	143	185

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
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						
Average number of days in investigation stage	139.9	149.6	135.9	126.2	123.5	154.9
Average number of days in final action stage	610.0	647.7	728.9	781.7	103	98.6
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	222.6	192.6	190.7	195.0	187.4	196.2
Average number of days in final action stage	5	6	8	7	6.5	5.7
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	223.8	211.6	206.7	202.3	198.2	180.7
Average number of days in final action stage	126	140	222	310	199.5	185.8

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
Total Complaints Dismissed by Agency	424	496	574	572	595	320
Average days pending prior to dismissal	48.8	49.9	46.7	40.9	46.1	70.4

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
Total Complaints Withdrawn by Complainants	208	208	174	188	197	151

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	40	100%
Without Hearing	18	55%	18	55%	29	52%	36	49%	44	68%	21	53%
With Hearing	18	45%	15	45%	27	48%	37	51%	21	32%	19	48%





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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											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	36	100%	33	100%	56	100%	73	100%	65	100%	40	100%
<b>Appointment/Hire</b>	1	3%	0	0%	0	0%	1	1%	0	0%	0	0%
<b>Assignment of Duties</b>	2	6%	0	0%	1	2%	5	7%	1	2%	2	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%	1	1%	0	0%	0	0%
<b>Disciplinary Action</b>												
<b>Demotion</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Reprimand</b>	1	3%	0	0%	0	0%	0	0%	1	2%	0	0%
<b>Suspension</b>	0	0%	0	0%	0	0%	4	5%	0	0%	0	0%
<b>Removal</b>	2	6%	0	0%	1	2%	3	4%	1	2%	0	0%
<b>Warning</b>	0	0%	0	0%	0	0%	7	9%	1	2%	4	10%
<b>Duty Hours</b>	1	3%	0	0%	0	0%	2	3%	0	0%	0	0%
<b>Evaluation Appraisal</b>	1	3%	0	0%	3	5%	7	9%	3	5%	0	0%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
<b>Non-Sexual</b>	4	11%	12	36%	13	23%	21	28%	15	23%	13	33%
<b>Sexual</b>	3	8%	2	6%	6	11%	6	8%	8	12%	4	10%
<b>Medical Examination</b>	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
<b>Pay (Including Overtime)</b>	0	0%	1	3%	2	4%	1	1%	4	6%	3	8%
<b>Promotion/Non-Selection</b>	6	17%	5	15%	5	9%	16	22%	11	17%	1	3%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%
<b>Directed</b>	3	8%	1	3%	4	7%	3	4%	1	2%	8	20%
<b>Reasonable Accommodation</b>	9	25%	9	27%	15	27%	11	15%	16	25%	7	18%
<b>Reinstatement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religious Accommodation</b>	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
<b>Retirement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%
<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%	1	3%	3	5%	2	3%	4	6%	3	8%
<b>Terms/Conditions of Employment</b>	2	6%	0	0%	3	5%	2	3%	0	0%	0	0%
<b>Time and Attendance</b>	0	0%	1	3%	3	5%	1	1%	4	6%	4	10%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	4	11%	8	24%	14	25%	20	27%	10	15%	7	18%

**Department of Veterans Affairs**  
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**VA-Wide**

Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	18	100%	18	100%	29	100%	36	100%	44	100%	21	100%
<b>Appointment/Hire</b>	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Assignment of Duties</b>	2	11%	0	0%	1	3%	1	3%	0	0%	2	10%
<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>												
<b>Demotion</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Reprimand</b>	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
<b>Suspension</b>	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
<b>Removal</b>	1	6%	0	0%	1	3%	2	5%	0	0%	0	0%
<b>Warning</b>	0	0%	0	0%	0	0%	2	5%	1	2%	2	10%
<b>Duty Hours</b>	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
<b>Evaluation Appraisal</b>	1	6%	0	0%	3	10%	2	5%	1	2%	0	0%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
<b>Non-Sexual</b>	1	6%	3	17%	6	21%	6	16%	4	9%	5	24%
<b>Sexual</b>	2	11%	1	6%	4	14%	6	16%	6	14%	2	10%
<b>Medical Examination</b>	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
<b>Pay (Including Overtime)</b>	0	0%	1	6%	0	0%	0	0%	1	2%	2	10%
<b>Promotion/Non-Selection</b>	2	11%	1	6%	2	7%	6	16%	7	16%	0	0%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Directed</b>	1	6%	0	0%	3	10%	0	0%	0	0%	7	33%
<b>Reasonable Accommodation</b>	6	33%	7	39%	11	38%	7	19%	14	32%	0	0%
<b>Reinstatement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religious Accommodation</b>	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
<b>Retirement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%
<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>	2	11%	0	0%	1	3%	2	5%	0	0%	0	0%
<b>Terms/Conditions of Employment</b>	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
<b>Time and Attendance</b>	0	0%	1	6%	2	7%	0	0%	2	5%	2	10%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	4	22%	6	33%	8	28%	10	28%	9	20%	6	29%

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**VA-Wide**

Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing</b>	18	100%	15	100%	27	100%	37	100%	21	100%	19	100%
<b>Appointment/Hire</b>	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
<b>Assignment of Duties</b>	0	0%	0	0%	0	0%	4	11%	1	5%	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%	1	3%	0	0%	0	0%
<b>Disciplinary Action</b>												
<b>Demotion</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Reprimand</b>	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Suspension</b>	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%
<b>Removal</b>	1	6%	0	0%	0	0%	1	3%	1	5%	0	0%
<b>Warning</b>	0	0%	0	0%	0	0%	5	14%	0	0%	2	11%
<b>Duty Hours</b>	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Evaluation Appraisal</b>	1	6%	0	0%	0	0%	5	14%	2	10%	0	0%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
<b>Non-Sexual</b>	3	17%	9	60%	7	26%	15	41%	11	52%	8	42%
<b>Sexual</b>	1	6%	1	7%	2	7%	0	0%	2	10%	2	11%
<b>Medical Examination</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Pay (Including Overtime)</b>	0	0%	0	0%	2	7%	1	3%	3	14%	1	5%
<b>Promotion/Non-Selection</b>	4	22%	4	27%	3	11%	10	27%	4	19%	1	5%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
<b>Directed</b>	2	11%	1	7%	1	4%	3	8%	1	5%	1	5%
<b>Reasonable Accommodation</b>	3	17%	2	13%	4	15%	4	11%	2	10%	7	37%
<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%	1	5%
<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	17%	1	7%	2	7%	0	0%	4	19%	3	16%
<b>Terms/Conditions of Employment</b>	2	11%	0	0%	2	7%	2	5%	0	0%	0	0%
<b>Time and Attendance</b>	0	0%	0	0%	1	4%	1	3%	2	10%	2	11%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	0	0%	2	13%	6	22%	10	27%	1	5%	1	5%



**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**VA-Wide**

Pending Complaints Filed in Previous Fiscal Years by Status CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
Total complaints from previous Fiscal Years	3647	4332	4562	4458	3680	3933
Total Complainants	3146	3734	3955	3878	3255	3484
<b>Number complaints pending</b>						
Investigation	14	8	24	16	3	8
ROI issued, pending Complainant's action	18	18	11	17	8	12
Hearing	2979	3286	3236	2934	2523	2518
Final Action	153	444	714	731	468	604
Appeal with EEOC Office of Federal Operations	480	574	576	759	678	791

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022
Pending Complaints Where Investigations Exceeds Required Time Frames	80	144	97	52	43	34