

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Veterans Health Administration

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
Appointment/Hire	60	79	55	65	50	37
Assignment of Duties	208	214	311	275	245	172
Awards	17	6	16	5	17	11
Conversion to Full-time	1	1	1	0	2	0
Disciplinary Action						
Demotion	14	18	23	23	22	11
Reprimand	64	106	110	112	106	79
Suspension	109	121	99	88	78	58
Removal	62	83	111	73	53	41
Warning	175	124	175	173	129	142
Duty Hours	66	76	97	106	76	68
Performance Evaluation/Appraisal	196	301	229	290	239	202
Examination/Test	1	2	1	2	0	2
Harassment						
Non-Sexual	1356	1449	1344	1584	1512	1288
Sexual	103	97	81	72	80	71
Medical Examination	4	4	12	12	4	8
Pay (Including Overtime)	152	138	128	161	148	117
Promotion/Non-Selection	366	347	333	344	317	230
Reassignment						
Denied	18	22	12	20	19	11
Directed	100	210	89	253	182	173
Reasonable Accommodation Disability	230	328	292	358	306	307
Reinstatement	1	0	1	2	0	1
Religious Accommodation	9	7	4	6	6	112
Retirement	30	41	104	43	34	29
Sex-Stereotyping	0	0	0	0	0	1
Telework	13	21	24	64	85	60
Termination	150	226	182	263	258	175
Terms/Conditions of Employment	36	54	36	38	34	16
Time and Attendance	264	302	344	408	373	270
Training	59	61	81	71	55	51
Other*	307	138	0	138	128	184

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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	129.6	148.6	133.2	122.4	124.3	153.8
Average number of days in final action stage	614.3	650.3	732.2	778.5	101.8	97.2
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	222.8	191.6	190.8	196.2	188.6	196.2
Average number of days in final action stage	5	6	9	13	6.5	5.6
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	225	212.6	207.6	202.5	198.4	182.1
Average number of days in final action stage	122	142	227	310	197.1	188.7

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	374	421	500	498	543	283
Average days pending prior to dismissal	49.54	50.84	46	41.59	45.9	53.7

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	177	187	155	163	175	136

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	33	100%	30	100%	48	100%	69	100%	58	100%	35	100%
Without Hearing	16	48%	16	53%	25	64%	35	51%	37	64%	20	57%
With Hearing	17	52%	14	47%	23	59%	34	49%	21	36%	15	43%

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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	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	33	100%	30	100%	48	100%	69	100%	58	100%	35	100%
Appointment/Hire	1	3%	0	0%	0	0%	1	1%	0	0%	0	0%
Assignment of Duties	2	6%	0	0%	1	2%	4	6%	1	2%	2	6%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	3%	0	0%	0	0%	0	0%	1	2%	0	0%
Suspension	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%
Removal	2	6%	0	0%	1	2%	2	3%	1	2%	0	0%
Warning	0	0%	0	0%	0	0%	5	7%	0	0%	3	9%
Duty Hours	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	3%	0	0%	3	6%	5	7%	2	3%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	4	12%	11	37%	12	25%	19	28%	14	24%	12	34%
Sexual	3	9%	1	3%	4	8%	6	9%	8	14%	4	11%
Medical Examination	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	3%	2	4%	1	1%	4	7%	1	3%
Promotion/Non-Selection	5	38%	5	17%	4	8%	14	20%	11	19%	3	9%
Reassignment												
Denied	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Directed	3	9%	1	3%	4	8%	1	1%	1	2%	1	3%
Reasonable Accommodation	8	24%	9	30%	10	21%	10	14%	11	19%	12	34%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	2	6%
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	15%	1	3%	1	2%	2	3%	4	7%	2	6%
Terms/Conditions of Employment	2	6%	0	0%	1	2%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	3%	2	4%	1	1%	4	7%	4	11%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	3	9%	7	23%	13	27%	20	29%	10	17%	7	20%

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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											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	16	100%	16	100%	25	100%	35	100%	37	100%	20	100%
Appointment/Hire	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	2	13%	0	0%	1	4%	1	3%	0	0%	2	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%	1	3%	0	0%
Suspension	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Removal	1	6%	0	0%	1	4%	2	6%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	2	6%	0	0%	1	5%
Duty Hours	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	3	12%	2	6%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	1	6%	3	19%	5	20%	6	17%	3	8%	5	25%
Sexual	2	13%	1	6%	3	12%	6	17%	6	16%	2	10%
Medical Examination	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	6%	0	0%	0	0%	1	3%	0	0%
Promotion/Non-Selection	1	6%	1	6%	1	4%	6	17%	7	19%	2	10%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	6%	0	0%	3	12%	0	0%	0	0%	0	0%
Reasonable Accommodation	6	38%	7	44%	8	32%	6	17%	9	24%	7	35%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%
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	13%	0	0%	0	0%	2	6%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	6%	1	4%	0	0%	2	5%	2	10%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	3	19%	5	31%	7	28%	10	29%	9	24%	6	30%

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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											
	2017		2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	17	100%	14	100%	23	100%	34	100%	21	100%	15	100%
Appointment/Hire	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	3	9%	1	5%	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%	1	3%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%
Removal	1	6%	0	0%	0	0%	0	0%	1	5%	0	0%
Warning	0	0%	0	0%	0	0%	3	9%	0	0%	2	13%
Duty Hours	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	0	0%	3	9%	2	10%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	18%	8	57%	7	30%	13	38%	11	52%	7	47%
Sexual	1	6%	0	0%	1	4%	0	0%	2	10%	2	13%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	2	9%	1	3%	3	14%	1	7%
Promotion/Non-Selection	3	18%	4	29%	3	13%	8	24%	4	19%	1	7%
Reassignment												
Denied	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Directed	2	12%	1	7%	1	4%	1	3%	1	5%	1	7%
Reasonable Accommodation	2	12%	2	14%	2	9%	4	12%	2	10%	5	33%
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%	1	7%
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	12%	1	7%	1	4%	0	0%	4	19%	2	13%
Terms/Conditions of Employment	2	12%	0	0%	1	4%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	4%	1	3%	2	10%	2	13%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	2	14%	6	26%	10	29%	1	5%	1	7%

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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	3232	3804	3989	3907	3247	3513
Total Complainants	2782	3273	3457	3395	2864	3112
Number complaints pending						
Investigation	3	6	19	11	2	6
ROI issued, pending Complainant's action	15	14	8	15	7	10
Hearing	2672	2909	2844	2587	2237	226.2
Final Action	129	382	627	650	414	548
Appeal with EEOC Office of Federal Operations	410	492	491	644	587	687

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	60	129	83	40	40	32