



**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**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>	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
<b>Appointment/Hire</b>	79	55	65	50	68	47
<b>Assignment of Duties</b>	214	311	275	245	225	206
<b>Awards</b>	6	16	5	17	17	16
<b>Conversion to Full-time</b>	1	1	0	2	2	1
<b>Disciplinary Action</b>						
Demotion	18	23	23	22	22	11
Reprimand	106	110	112	106	70	44
Suspension	121	99	88	78	78	57
Removal	83	111	73	53	56	26
Warning	124	175	173	129	219	222
<b>Duty Hours</b>	76	97	106	76	100	72
<b>Performance Evaluation/Appraisal</b>	301	229	290	239	259	237
<b>Examination/Test</b>	2	1	2	0	4	1
<b>Harassment</b>						
Non-Sexual	1449	1344	1584	1512	1710	1303
Sexual	97	81	72	80	90	78
<b>Medical Examination</b>	4	12	12	4	8	8
<b>Pay (Including Overtime)</b>	138	128	161	148	179	152
<b>Promotion/Non-Selection</b>	347	333	344	317	308	244
<b>Reassignment</b>						
Denied	22	12	20	19	17	15
Directed	210	89	253	182	232	206
<b>Reasonable Accommodation Disability</b>	328	292	358	306	400	273
<b>Reinstatement</b>	0	1	2	0	2	0
<b>Religious Accommodation</b>	7	4	6	6	160	24
<b>Retirement</b>	41	104	43	34	38	43
<b>Sex-Stereotyping</b>	0	0	0	0	2	0
<b>Telework</b>	21	24	64	85	73	48
<b>Termination</b>	226	182	263	258	232	170
<b>Terms/Conditions of Employment</b>	54	36	38	34	25	55
<b>Time and Attendance</b>	302	344	408	373	360	346
<b>Training</b>	61	81	71	55	66	72
<b>Other*</b>	138	0	138	128	140	64

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
The average length of time it has taken an agency to complete, respectively, investigation an final action for:						
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	148.6	133.2	122.4	124.3	229.4	203.2
Average number of days in final action stage	650.3	732.2	778.5	101.8	70.7	51.8
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	191.6	190.8	196.2	188.6	302.6	211.2
Average number of days in final action stage	6	9	13	6.5	6.6	5.1
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	212.6	207.6	202.5	198.4	243.8	199.1
Average number of days in final action stage	142	227	310	197.1	134.8	98.4

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Total Complaints Dismissed by Agency	421	500	498	543	463	313
Average days pending prior to dismissal	50.84	46	41.59	45.9	51.3	72.88

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Total Complaints Withdrawn by Complainants	187	155	163	175	194	146

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2018		2019		2020		2021		2022		2023 Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	30	100%	48	100%	69	100%	58	100%	55	100%	35	100%
Without Hearing	16	53%	25	64%	35	51%	37	64%	35	64%	28	80%
With Hearing	14	47%	23	59%	34	49%	21	36%	20	36%	7	20%





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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											
	2018		2019		2020		2021		2022		2023 Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	30	100%	48	100%	69	100%	58	100%	55	100%	35	100%
<b>Appointment/Hire</b>	0	0%	0	0%	1	1%	0	0%	0	0%	1	3%
<b>Assignment of Duties</b>	0	0%	1	2%	4	6%	1	2%	3	5%	1	3%
<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%	1	1%	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%	1	2%	1	2%	0	0%
<b>Suspension</b>	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
<b>Removal</b>	0	0%	1	2%	2	3%	1	2%	1	2%	0	0%
<b>Warning</b>	0	0%	0	0%	5	7%	0	0%	1	2%	1	3%
<b>Duty Hours</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Evaluation Appraisal</b>	0	0%	3	6%	5	7%	2	3%	0	0%	1	3%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
<b>Non-Sexual</b>	11	37%	12	25%	19	28%	14	24%	19	35%	9	26%
<b>Sexual</b>	1	3%	4	8%	6	9%	8	14%	7	13%	4	11%
<b>Medical Examination</b>	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
<b>Pay (Including Overtime)</b>	1	3%	2	4%	1	1%	4	7%	4	7%	0	0%
<b>Promotion/Non-Selection</b>	5	17%	4	8%	14	20%	11	19%	2	4%	1	3%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
<b>Directed</b>	1	3%	4	8%	1	1%	1	2%	1	2%	0	0%
<b>Reasonable Accommodation</b>	9	30%	10	21%	10	14%	11	19%	17	31%	18	51%
<b>Reinstatement</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Religious Accommodation</b>	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Retirement</b>	0	0%	0	0%	0	0%	0	0%	1	2%	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	3%	1	2%	2	3%	4	7%	3	5%	1	3%
<b>Terms/Conditions of Employment</b>	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
<b>Time and Attendance</b>	1	3%	2	4%	1	1%	4	7%	6	11%	2	6%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	7	23%	13	27%	20	29%	10	17%	11	20%	4	11%

**Department of Veterans Affairs**  
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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											
	2018		2019		2020		2021		2022		2023 Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	16	100%	25	100%	35	100%	37	100%	35	100%	28	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
Assignment of Duties	0	0%	1	4%	1	3%	0	0%	2	6%	1	4%
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%	1	3%	1	3%	0	0%
Suspension	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Removal	0	0%	1	4%	2	6%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	2	6%	0	0%	0	0%	1	4%
Duty Hours	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	12%	2	6%	0	0%	0	0%	1	4%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	3	19%	5	20%	6	17%	3	8%	9	26%	5	18%
Sexual	1	6%	3	12%	6	17%	6	16%	3	9%	4	14%
Medical Examination	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	6%	0	0%	0	0%	1	3%	3	9%	0	0%
Promotion/Non-Selection	1	6%	1	4%	6	17%	7	19%	0	0%	1	4%
<b>Reassignment</b>												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	3	12%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	7	44%	8	32%	6	17%	9	24%	12	34%	16	57%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	1	3%	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	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	6%	1	4%	0	0%	2	5%	3	9%	2	7%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	5	31%	7	28%	10	29%	9	24%	10	29%	3	11%

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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											
	2018		2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	14	100%	23	100%	34	100%	21	100%	20	100%	7	100%
Appointment/Hire	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	3	9%	1	5%	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%	1	3%	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%	2	6%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	1	5%	1	5%	0	0%
Warning	0	0%	0	0%	3	9%	0	0%	1	5%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	3	9%	2	10%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	8	57%	7	30%	13	38%	11	52%	10	50%	4	57%
Sexual	0	0%	1	4%	0	0%	2	10%	4	20%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	2	9%	1	3%	3	14%	1	5%	0	0%
Promotion/Non-Selection	4	29%	3	13%	8	24%	4	19%	2	10%	0	0%
<b>Reassignment</b>												
Denied	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Directed	1	7%	1	4%	1	3%	1	5%	1	5%	0	0%
Reasonable Accommodation	2	14%	2	9%	4	12%	2	10%	5	25%	2	29%
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	7%	1	4%	0	0%	4	19%	3	15%	1	14%
Terms/Conditions of Employment	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	4%	1	3%	2	10%	3	15%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	2	14%	6	26%	10	29%	1	5%	1	5%	1	14%



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**Complaint Activity**  
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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					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Total complaints from previous Fiscal Years	3804	3989	3907	3247	3171	3853
Total Complainants	3273	3457	3395	2864	2837	3489
<b>Number complaints pending</b>						
Investigation	6	19	11	2	1	24
ROI issued, pending Complainant's action	14	8	15	7	5	76
Hearing	2909	2844	2587	2237	1999	2245
Final Action	382	627	650	414	480	720
Appeal with EEOC Office of Federal Operations	492	491	644	587	686	788

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Pending Complaints Where Investigations Exceeds Required Time Frames	129	83	40	40	13	10