



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

| Complaints by Issue<br>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 |
| <b>Appointment/Hire</b>  | 93                               | 64   | 83   | 55   | 77   | 67   |
| <b>Assignment of Duties</b>  | 239                              | 356  | 298  | 254  | 242  | 301  |
| <b>Awards</b>  | 8                                | 18   | 5    | 18   | 17   | 20   |
| <b>Conversion to Full-time</b>   | 1                                | 1    | 0    | 2    | 2    | 1    |
| <b>Disciplinary Action</b>   |                                  |      |      |      |      |      |
| Demotion   | 19                               | 27   | 25   | 24   | 23   | 22   |
| Reprimand  | 123                              | 127  | 128  | 115  | 79   | 70   |
| Suspension   | 128                              | 110  | 93   | 80   | 86   | 90   |
| Removal  | 92                               | 126  | 90   | 58   | 61   | 52   |
| Warning  | 151                              | 202  | 199  | 147  | 233  | 342  |
| Duty Hours   | 77                               | 98   | 112  | 77   | 106  | 113  |
| Performance Evaluation/Appraisal   | 341                              | 265  | 328  | 272  | 284  | 353  |
| Examination/Test   | 2                                | 1    | 2    | 0    | 4    | 2    |
| <b>Harassment</b>  |                                  |      |      |      |      |      |
| Non-Sexual   | 1631                             | 1518 | 1760 | 1633 | 1881 | 1905 |
| Sexual   | 112                              | 88   | 83   | 86   | 95   | 98   |
| Medical Examination  | 4                                | 12   | 12   | 4    | 8    | 16   |
| Pay (Including Overtime)   | 145                              | 140  | 172  | 154  | 187  | 213  |
| Promotion/Non-Selection  | 384                              | 373  | 391  | 355  | 340  | 366  |
| <b>Reassignment</b>  |                                  |      |      |      |      |      |
| Denied   | 27                               | 16   | 20   | 23   | 22   | 22   |
| Directed   | 227                              | 100  | 258  | 187  | 239  | 292  |
| Reasonable Accommodation Disability  | 391                              | 355  | 427  | 331  | 445  | 418  |
| Reinstatement  | 0                                | 1    | 2    | 0    | 3    | 2    |
| Religious Accommodation  | 10                               | 6    | 6    | 6    | 163  | 30   |
| Retirement   | 46                               | 116  | 48   | 41   | 48   | 49   |
| Sex-Stereotyping   | 0                                | 0    | 0    | 0    | 3    | 0    |
| Telework   | 32                               | 36   | 77   | 89   | 82   | 82   |
| Termination  | 249                              | 192  | 291  | 280  | 247  | 262  |
| Terms/Conditions of Employment   | 60                               | 39   | 45   | 36   | 26   | 38   |
| Time and Attendance  | 332                              | 381  | 446  | 389  | 391  | 507  |
| Training   | 71                               | 100  | 85   | 60   | 71   | 111  |
| Other*   | 155                              | 0    | 160  | 143  | 146  | 134  |

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| Processing Time<br>29 CFR §1614.704(f)  | Comparative Data (Sec. 1614.705) |       |       |       |       |       |
|---|----------------------------------|-------|-------|-------|-------|-------|
|   | Previous Fiscal Year Data        |       |       |       |       |       |
|   | 2018                             | 2019  | 2020  | 2021  | 2022  | 2023  |
| The average length of time it has taken an agency to complete, respectively, investigation an final action for: |                                  |       |       |       |       |       |
| Complaints pending ( <i>for any length of time</i> ) during fiscal year   |                                  |       |       |       |       |       |
| Average number of days in investigation stage   | 149.6                            | 135.9 | 126.2 | 123.5 | 225.8 | 202.8 |
| Average number of days in final action stage  | 647.7                            | 728.9 | 781.7 | 103   | 72.6  | 52.7  |
| Complaints pending during fiscal year where hearing was requested   |                                  |       |       |       |       |       |
| Average number of days in investigation stage   | 192.6                            | 190.7 | 195   | 187.4 | 306.5 | 214.3 |
| Average number of days in final action stage  | 6                                | 8     | 7     | 6.5   | 6.8   | 5.1   |
| Complaints pending during fiscal year where hearing was not requested   |                                  |       |       |       |       |       |
| Average number of days in investigation stage   | 211.6                            | 206.7 | 202.3 | 198.2 | 241.9 | 200.6 |
| Average number of days in final action stage  | 140                              | 222   | 310   | 199.5 | 138.3 | 100.3 |

| Complaints Dismissed by Agency<br>29 CFR §1614.704 (g) | Comparative Data (Sec. 1614.705) |      |      |      |      |       |
|--|----------------------------------|------|------|------|------|-------|
|  | Previous Fiscal Year Data        |      |      |      |      |       |
|  | 2018                             | 2019 | 2020 | 2021 | 2022 | 2023  |
| Total Complaints Dismissed by Agency                   | 496                              | 574  | 572  | 595  | 511  | 474   |
| Average days pending prior to dismissal                | 49.9                             | 46.7 | 40.9 | 46.1 | 61.9 | 106.1 |

| Complaints Withdrawn by Complainants<br>29 CFR §1614.704 (h) | Comparative Data (Sec. 1614.705) |      |      |      |      |      |
|--|----------------------------------|------|------|------|------|------|
|  | Previous Fiscal Year Data        |      |      |      |      |      |
|  | 2018                             | 2019 | 2020 | 2021 | 2022 | 2023 |
| Total Complaints Withdrawn by Complainants                   | 208                              | 174  | 188  | 197  | 215  | 218  |

| Total Final Actions Finding Discrimination<br>29 CFR §1614.704 (i) | Comparative Data (Sec. 1614.705) |      |      |      |      |      |      |      |      |      |      |      |
|--|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|
|  | Previous Fiscal Year Data        |      |      |      |      |      |      |      |      |      |      |      |
|  | 2018                             |      | 2019 |      | 2020 |      | 2021 |      | 2022 |      | 2023 |      |
|  | #                                | %    | #    | %    | #    | %    | #    | %    | #    | %    | #    | %    |
| Total Number Findings  | 33                               | 100% | 56   | 100% | 73   | 100% | 65   | 100% | 63   | 100% | 62   | 100% |
| Without Hearing  | 18                               | 55%  | 29   | 52%  | 36   | 49%  | 44   | 68%  | 38   | 60%  | 49   | 79%  |
| With Hearing   | 15                               | 45%  | 27   | 48%  | 37   | 51%  | 21   | 32%  | 25   | 40%  | 13   | 21%  |





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| Findings of Discrimination Rendered by Issue<br>29 CFR §1614.704 (k)(1) | Comparative Data (Sec. 1614.705) |      |      |      |      |      |      |      |      |      |      |      |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|
|   | Previous Fiscal Year Data        |      |      |      |      |      |      |      |      |      |      |      |
|   | 2018                             |      | 2019 |      | 2020 |      | 2021 |      | 2022 |      | 2023 |      |
|   | #                                | %    | #    | %    | #    | %    | #    | %    | #    | %    | #    | %    |
| <b>Total Number Findings</b>  | 33                               | 100% | 56   | 100% | 73   | 100% | 65   | 100% | 63   | 100% | 62   | 100% |
| <b>Appointment/Hire</b>   | 0                                | 0%   | 0    | 0%   | 1    | 1%   | 0    | 0%   | 0    | 0%   | 1    | 2%   |
| <b>Assignment of Duties</b>   | 0                                | 0%   | 1    | 2%   | 5    | 7%   | 1    | 2%   | 3    | 5%   | 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%   | 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%   | 4    | 5%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| <b>Removal</b>  | 0                                | 0%   | 1    | 2%   | 3    | 4%   | 1    | 2%   | 1    | 2%   | 0    | 0%   |
| <b>Warning</b>  | 0                                | 0%   | 0    | 0%   | 7    | 9%   | 1    | 2%   | 2    | 3%   | 2    | 3%   |
| <b>Duty Hours</b>   | 0                                | 0%   | 0    | 0%   | 2    | 3%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| <b>Evaluation Appraisal</b>   | 0                                | 0%   | 3    | 5%   | 7    | 9%   | 3    | 5%   | 0    | 0%   | 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>   | 12                               | 36%  | 13   | 23%  | 21   | 28%  | 15   | 23%  | 21   | 33%  | 16   | 26%  |
| <b>Sexual</b>   | 2                                | 6%   | 6    | 11%  | 6    | 8%   | 8    | 12%  | 8    | 13%  | 8    | 13%  |
| <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    | 6%   | 4    | 6%   | 0    | 0%   |
| <b>Promotion/Non-Selection</b>  | 5                                | 15%  | 5    | 9%   | 16   | 22%  | 11   | 17%  | 2    | 3%   | 2    | 3%   |
| <b>Reassignment</b>   |                                  |      |      |      |      |      |      |      |      |      |      |      |
| <b>Denied</b>   | 0                                | 0%   | 0    | 0%   | 2    | 3%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| <b>Directed</b>   | 1                                | 3%   | 4    | 7%   | 3    | 4%   | 1    | 2%   | 1    | 2%   | 1    | 2%   |
| <b>Reasonable Accommodation</b>   | 9                                | 27%  | 15   | 27%  | 11   | 15%  | 16   | 25%  | 20   | 32%  | 22   | 35%  |
| <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%   | 1    | 2%   |
| <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%   | 3    | 5%   | 2    | 3%   | 4    | 6%   | 4    | 6%   | 3    | 5%   |
| <b>Terms/Conditions of Employment</b>                                   | 0                                | 0%   | 3    | 5%   | 2    | 3%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| <b>Time and Attendance</b>  | 1                                | 3%   | 3    | 5%   | 1    | 1%   | 4    | 6%   | 6    | 10%  | 2    | 3%   |
| <b>Training</b>   | 0                                | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| <b>Other</b>  | 8                                | 24%  | 14   | 25%  | 20   | 27%  | 10   | 15%  | 11   | 17%  | 7    | 11%  |

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| Findings of Discrimination Rendered by Issue<br>29 CFR §1614.704 (k)(2) | Comparative Data (Sec. 1614.705) |      |      |      |      |      |      |      |      |      |      |      |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|
|   | Previous Fiscal Year Data        |      |      |      |      |      |      |      |      |      |      |      |
|   | 2018                             |      | 2019 |      | 2020 |      | 2021 |      | 2022 |      | 2023 |      |
|   | #                                | %    | #    | %    | #    | %    | #    | %    | #    | %    | #    | %    |
| Findings Without Hearing  | 18                               | 100% | 29   | 100% | 36   | 100% | 44   | 100% | 38   | 100% | 49   | 100% |
| Appointment/Hire  | 0                                | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 1    | 2%   |
| Assignment of Duties  | 0                                | 0%   | 1    | 3%   | 1    | 3%   | 0    | 0%   | 2    | 5%   | 1    | 2%   |
| 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    | 2%   | 1    | 3%   | 0    | 0%   |
| Suspension  | 0                                | 0%   | 0    | 0%   | 1    | 3%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Removal   | 0                                | 0%   | 1    | 3%   | 2    | 5%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Warning   | 0                                | 0%   | 0    | 0%   | 2    | 5%   | 1    | 2%   | 1    | 3%   | 2    | 4%   |
| Duty Hours  | 0                                | 0%   | 0    | 0%   | 2    | 5%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Evaluation Appraisal  | 0                                | 0%   | 3    | 10%  | 2    | 5%   | 1    | 2%   | 0    | 0%   | 3    | 6%   |
| Examination/Test  | 0                                | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| <b>Harassment</b>   |                                  |      |      |      |      |      |      |      |      |      |      |      |
| Non-Sexual  | 3                                | 17%  | 6    | 21%  | 6    | 16%  | 4    | 9%   | 9    | 24%  | 10   | 20%  |
| Sexual  | 1                                | 6%   | 4    | 14%  | 6    | 16%  | 6    | 14%  | 4    | 11%  | 7    | 12%  |
| Medical Examination   | 0                                | 0%   | 0    | 0%   | 1    | 3%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Pay (Including Overtime)  | 1                                | 6%   | 0    | 0%   | 0    | 0%   | 1    | 2%   | 3    | 8%   | 0    | 0%   |
| Promotion/Non-Selection   | 1                                | 6%   | 2    | 7%   | 6    | 16%  | 7    | 16%  | 0    | 0%   | 2    | 4%   |
| <b>Reassignment</b>   |                                  |      |      |      |      |      |      |      |      |      |      |      |
| Denied  | 0                                | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Directed  | 0                                | 0%   | 3    | 10%  | 0    | 0%   | 0    | 0%   | 0    | 0%   | 1    | 2%   |
| Reasonable Accommodation  | 7                                | 39%  | 11   | 38%  | 7    | 19%  | 14   | 32%  | 13   | 34%  | 14   | 29%  |
| 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%   | 1    | 2%   |
| 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%   | 1    | 3%   | 2    | 5%   | 0    | 0%   | 0    | 0%   | 1    | 2%   |
| Terms/Conditions of Employment  | 0                                | 0%   | 1    | 3%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Time and Attendance   | 1                                | 6%   | 2    | 7%   | 0    | 0%   | 2    | 5%   | 3    | 8%   | 2    | 4%   |
| Training  | 0                                | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Other   | 6                                | 33%  | 8    | 28%  | 10   | 28%  | 9    | 20%  | 10   | 26%  | 6    | 12%  |

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| Findings of Discrimination Rendered by Issue<br>29 CFR §1614.704 (k)(3) | Comparative Data (Sec. 1614.705) |      |      |      |      |      |      |      |      |      |      |      |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|
|   | Previous Fiscal Year Data        |      |      |      |      |      |      |      |      |      |      |      |
|   | 2018                             |      | 2019 |      | 2020 |      | 2021 |      | 2022 |      | 2023 |      |
|   | #                                | %    | #    | %    | #    | %    | #    | %    | #    | %    | #    | %    |
| Findings After Hearing  | 0                                | 100% | 27   | 100% | 37   | 100% | 21   | 100% | 25   | 100% | 13   | 100% |
| Appointment/Hire  | 0                                | 0%   | 0    | 0%   | 1    | 3%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Assignment of Duties  | 0                                | 0%   | 0    | 0%   | 4    | 11%  | 1    | 5%   | 1    | 4%   | 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%   | 3    | 8%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Removal   | 0                                | 0%   | 0    | 0%   | 1    | 3%   | 1    | 5%   | 1    | 4%   | 0    | 0%   |
| Warning   | 0                                | 0%   | 0    | 0%   | 5    | 14%  | 0    | 0%   | 1    | 4%   | 0    | 0%   |
| Duty Hours  | 0                                | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Evaluation Appraisal  | 0                                | 0%   | 0    | 0%   | 5    | 14%  | 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  | 9                                | 60%  | 7    | 26%  | 15   | 41%  | 11   | 52%  | 12   | 48%  | 6    | 46%  |
| Sexual  | 1                                | 7%   | 2    | 7%   | 0    | 0%   | 2    | 10%  | 4    | 16%  | 1    | 8%   |
| Medical Examination   | 0                                | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Pay (Including Overtime)  | 0                                | 0%   | 2    | 7%   | 1    | 3%   | 3    | 14%  | 1    | 4%   | 0    | 0%   |
| Promotion/Non-Selection   | 4                                | 27%  | 3    | 11%  | 10   | 27%  | 4    | 19%  | 2    | 8%   | 0    | 0%   |
| <b>Reassignment</b>   |                                  |      |      |      |      |      |      |      |      |      |      |      |
| Denied  | 0                                | 0%   | 0    | 0%   | 2    | 5%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Directed  | 1                                | 7%   | 1    | 4%   | 3    | 8%   | 1    | 5%   | 1    | 4%   | 0    | 0%   |
| Reasonable Accommodation  | 2                                | 13%  | 4    | 15%  | 4    | 11%  | 2    | 10%  | 7    | 28%  | 7    | 54%  |
| 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%   | 2    | 7%   | 0    | 0%   | 4    | 19%  | 4    | 16%  | 2    | 15%  |
| Terms/Conditions of Employment  | 0                                | 0%   | 2    | 7%   | 2    | 5%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Time and Attendance   | 0                                | 0%   | 1    | 4%   | 1    | 3%   | 2    | 10%  | 3    | 12%  | 0    | 0%   |
| Training  | 0                                | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   | 0    | 0%   |
| Other   | 2                                | 13%  | 6    | 22%  | 10   | 27%  | 1    | 5%   | 1    | 4%   | 1    | 8%   |



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

| Pending Complaints Filed in Previous Fiscal Years by Status<br>CFR §1614.704 (l) | Comparative Data (Sec. 1614.705) |      |      |      |      |      |
|--|----------------------------------|------|------|------|------|------|
|  | Previous Fiscal Year Data        |      |      |      |      |      |
|  | 2018                             | 2019 | 2020 | 2021 | 2022 | 2023 |
| Total complaints from previous Fiscal Years                                      | 4332                             | 4562 | 4458 | 3680 | 3553 | 3851 |
| Total Complainants   | 3734                             | 3955 | 3878 | 3255 | 3177 | 3509 |
| <b>Number complaints pending</b>   |                                  |      |      |      |      |      |
| Investigation  | 8                                | 24   | 16   | 3    | 4    | 7    |
| ROI issued, pending Complainant's action   | 18                               | 11   | 17   | 8    | 6    | 37   |
| Hearing  | 3286                             | 3236 | 2934 | 2523 | 2214 | 2161 |
| Final Action   | 444                              | 714  | 731  | 468  | 536  | 684  |
| Appeal with EEOC Office of Federal Operations                                    | 574                              | 576  | 759  | 678  | 793  | 962  |

| Complaint Investigations<br>29 CFR §1614.704 (m)                     | Comparative Data (Sec. 1614.705) |      |      |      |      |      |
|--|----------------------------------|------|------|------|------|------|
|  | Previous Fiscal Year Data        |      |      |      |      |      |
|  | 2018                             | 2019 | 2020 | 2021 | 2022 | 2023 |
| Pending Complaints Where Investigations Exceeds Required Time Frames | 144                              | 97   | 52   | 43   | 15   | 2    |