



**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**Veterans Benefits 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
Appointment/Hire	6	4	8	3	4	3
Assignment of Duties	10	16	12	4	8	10
Awards	1	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	4	2	1	1	1
Reprimand	8	9	9	5	3	3
Suspension	4	8	4	0	5	3
Removal	9	14	9	1	3	3
Warning	19	11	18	7	10	10
Duty Hours	1	0	4	0	3	0
Performance Evaluation/Appraisal	15	18	19	17	13	13
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	111	83	100	54	83	58
Sexual	10	2	7	3	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	4	6	7	1	6	8
Promotion/Non-Selection	26	21	31	14	14	23
<b>Reassignment</b>						
Denied	2	3	0	3	3	3
Directed	13	8	1	3	4	6
Reasonable Accommodation Disability	41	38	44	17	29	29
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	1	0	0	3	1
Retirement	3	6	4	5	6	2
Sex-Stereotyping	0	0	0	0	0	0
Telework	5	6	7	0	6	2
Termination	20	8	20	15	7	13
Terms/Conditions of Employment	6	0	4	1	1	1
Time and Attendance	16	15	28	10	23	22
Training	5	10	6	4	4	4
Other*	12	0	11	8	6	3

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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
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	143.0	120.9	116.1	108.4	177.8	192.8
Average number of days in final action stage	626.5	740.7	810.1	91.9	95.1	46.4
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	194.4	187.6	179.2	175.4	337.8	190.3
Average number of days in final action stage	4	6	11	6.2	13.3	4.3
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	203.7	201.9	203.5	202.3	224.0	174.6
Average number of days in final action stage	129	244	305	177.6	176.9	88.5

Complaints Dismissed by Agency 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	45	38	43	27	32	16
Average days pending prior to dismissal	46.44	63.3	30.5	46.96	42	78.31

Complaints Withdrawn by Complainants 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	14	10	13	16	9	13

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	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2	100%	5	100%	2	100%	5	100%	4	100%	3	100%
Without Hearing	1	50%	2	40%	1	50%	5	100%	1	25%	2	100%
With Hearing	1	50%	3	60%	1	50%	0	0%	3	75%	1	0%





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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	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0	0%	0	0%	2	100%	5	100%	4	100%	3	100%
<b>Appointment/Hire</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Assignment of Duties</b>	0	0%	0	0%	0	0%	0	0%	0	0%	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%	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%	0	0%	0	0%
<b>Suspension</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Removal</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Warning</b>	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
<b>Duty Hours</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Evaluation Appraisal</b>	0	0%	0	0%	0	0%	0	0%	0	0%	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>	0	0%	0	0%	0	0%	1	20%	1	25%	0	0%
<b>Sexual</b>	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%
<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%	0	0%	0	0%	0	0%	0	0%
<b>Promotion/Non-Selection</b>	0	0%	1	20%	1	50%	0	0%	0	0%	0	0%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Directed</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Reasonable Accommodation</b>	0	0%	3	60%	1	50%	4	80%	2	50%	3	100%
<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%	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>	0	0%	1	20%	0	0%	0	0%	1	25%	1	33%
<b>Terms/Conditions of Employment</b>	0	0%	2	40%	0	0%	0	0%	0	0%	0	0%
<b>Time and Attendance</b>	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	1	100%	1	20%	0	0%	0	0%	0	0%	0	0%

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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	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	1	100%	2	100%	1	100%	5	100%	1	100%	2	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
<b>Reassignment</b>												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	2	100%	1	100%	4	80%	1	100%	2	100%
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	0	0%	1	50%	0	0%	0	0%	0	0%	1	50%
Terms/Conditions of Employment	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	100%	1	50%	0	0%	0	0%	0	0%	0	0%





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Pending Complaints Filed in Previous Fiscal Years by Status <sup>29</sup> 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	289	308	289	215	187	180
Total Complainants	256	272	251	196	171	168
<b>Number complaints pending</b>						
Investigation	0	1	2	1	0	0
ROI issued, pending Complainant's action	2	2	0	1	0	0
Hearing	200	199	177	138	102	93
Final Action	38	56	48	31	28	28
Appeal with EEOC Office of Federal Operations	49	50	62	44	57	59

Complaint Investigations 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	6	5	7	1	0	0