

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
Appointment/Hire	79	55	65	50	68	61
Assignment of Duties	214	311	275	245	225	280
Awards	6	16	5	17	17	20
Conversion to Full-time	1	1	0	2	2	1
Disciplinary Action						
Demotion	18	23	23	22	22	20
Reprimand	106	110	112	106	70	64
Suspension	121	99	88	78	78	81
Removal	83	111	73	53	56	47
Warning	124	175	173	129	219	320
Duty Hours	76	97	106	76	100	113
Performance Evaluation/Appraisal	301	229	290	239	259	327
Examination/Test	2	1	2	0	4	4
Harassment						
Non-Sexual	1449	1344	1584	1512	1710	1785
Sexual	97	81	72	80	90	94
Medical Examination	4	12	12	4	8	16
Pay (Including Overtime)	138	128	161	148	179	198
Promotion/Non-Selection	347	333	344	317	308	326
Reassignment						
Denied	22	12	20	19	17	18
Directed	210	89	253	182	232	285
Reasonable Accommodation Disability	328	292	358	306	400	376
Reinstatement	0	1	2	0	2	2
Religious Accommodation	7	4	6	6	160	29
Retirement	41	104	43	34	38	45
Sex-Stereotyping	0	0	0	0	2	0
Telework	21	24	64	85	73	76
Termination	226	182	263	258	232	243
Terms/Conditions of Employment	54	36	38	34	25	36
Time and Attendance	302	344	408	373	360	472
Training	61	81	71	55	66	104
Other*	138	0	138	128	140	126

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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	148.6	133.2	122.4	124.3	229.4	203
Average number of days in final action stage	650.3	732.2	778.5	101.8	70.7	53.1
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	216.3
Average number of days in final action stage	6	9	13	6.5	6.6	5.2
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	201
Average number of days in final action stage	142	227	310	197.1	134.8	101

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	421	500	498	543	463	432
Average days pending prior to dismissal	50.84	46	41.59	45.9	51.3	107

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	187	155	163	175	194	195

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	30	100%	48	100%	69	100%	58	100%	55	100%	57	100%
Without Hearing	16	53%	25	64%	35	51%	37	64%	35	64%	45	79%
With Hearing	14	47%	23	59%	34	49%	21	36%	20	36%	12	21%

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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	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	30	100%	48	100%	69	100%	58	100%	55	100%	57	100%
Appointment/Hire	0	0%	0	0%	1	1%	0	0%	0	0%	1	2%
Assignment of Duties	0	0%	1	2%	4	6%	1	2%	3	5%	1	2%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	1	1%	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%	1	2%	1	2%	0	0%
Suspension	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
Removal	0	0%	1	2%	2	3%	1	2%	1	2%	0	0%
Warning	0	0%	0	0%	5	7%	0	0%	1	2%	2	4%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	6%	5	7%	2	3%	0	0%	3	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	11	37%	12	25%	19	28%	14	24%	19	35%	15	26%
Sexual	1	3%	4	8%	6	9%	8	14%	7	13%	8	14%
Medical Examination	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	3%	2	4%	1	1%	4	7%	4	7%	0	0%
Promotion/Non-Selection	5	17%	4	8%	14	20%	11	19%	2	4%	2	4%
Reassignment												
Denied	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Directed	1	3%	4	8%	1	1%	1	2%	1	2%	1	2%
Reasonable Accommodation	9	30%	10	21%	10	14%	11	19%	17	31%	17	30%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	3%	0	0%	0	0%	0	0%	0	0%	1	2%
Retirement	0	0%	0	0%	0	0%	0	0%	1	2%	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	3%	1	2%	2	3%	4	7%	3	5%	2	4%
Terms/Conditions of Employment	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	3%	2	4%	1	1%	4	7%	6	11%	2	4%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	23%	13	27%	20	29%	10	17%	11	20%	7	12%

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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	16	100%	25	100%	35	100%	37	100%	35	100%	45	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
Assignment of Duties	0	0%	1	4%	1	3%	0	0%	2	6%	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%
Disciplinary Action												
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%	2	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%	3	7%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	19%	5	20%	6	17%	3	8%	9	26%	9	20%
Sexual	1	6%	3	12%	6	17%	6	16%	3	9%	7	16%
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%	2	4%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	3	12%	0	0%	0	0%	0	0%	1	2%
Reasonable Accommodation	7	44%	8	32%	6	17%	9	24%	12	34%	14	31%
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%	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	4%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	5	31%	7	28%	10	29%	9	24%	10	29%	6	13%

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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%	12	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%
Disciplinary Action												
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%
Harassment												
Non-Sexual	8	57%	7	30%	13	38%	11	52%	10	50%	6	50%
Sexual	0	0%	1	4%	0	0%	2	10%	4	20%	1	8%
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%
Reassignment												
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%	6	50%
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%	2	17%
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	8%

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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
Total complaints from previous Fiscal Years	3804	3989	3907	3247	3171	3490
Total Complainants	3273	3457	3395	2864	2837	3175
Number complaints pending						
Investigation	6	19	11	2	1	7
ROI issued, pending Complainant's action	14	8	15	7	5	36
Hearing	2909	2844	2587	2237	1999	1970
Final Action	382	627	650	414	480	635
Appeal with EEOC Office of Federal Operations	492	491	644	587	686	842

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	129	83	40	40	13	2