



**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>	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
<b>Appointment/Hire</b>	55	65	50	68	61	12
<b>Assignment of Duties</b>	311	275	245	225	280	71
<b>Awards</b>	16	5	17	17	20	6
<b>Conversion to Full-time</b>	1	0	2	2	1	1
<b>Disciplinary Action</b>						
Demotion	23	23	22	22	20	3
Reprimand	110	112	106	70	64	19
Suspension	99	88	78	78	81	13
Removal	111	73	53	56	47	12
Warning	175	173	129	219	320	84
<b>Duty Hours</b>	97	106	76	100	113	36
<b>Performance Evaluation/Appraisal</b>	229	290	239	259	327	103
<b>Examination/Test</b>	1	2	0	4	4	0
<b>Harassment</b>						
Non-Sexual	1344	1584	1512	1710	1785	511
Sexual	81	72	80	90	94	25
<b>Medical Examination</b>	12	12	4	8	16	3
<b>Pay (Including Overtime)</b>	128	161	148	179	198	65
<b>Promotion/Non-Selection</b>	333	344	317	308	326	101
<b>Reassignment</b>						
Denied	12	20	19	17	18	8
Directed	89	253	182	232	285	84
<b>Reasonable Accommodation Disability</b>	292	358	306	400	376	84
<b>Reinstatement</b>	1	2	0	2	2	0
<b>Religious Accommodation</b>	4	6	6	160	29	2
<b>Retirement</b>	104	43	34	38	45	30
<b>Sex-Stereotyping</b>	0	0	0	2	0	0
<b>Telework</b>	24	64	85	73	76	43
<b>Termination</b>	182	263	258	232	243	47
<b>Terms/Conditions of Employment</b>	36	38	34	25	36	25
<b>Time and Attendance</b>	344	408	373	360	472	131
<b>Training</b>	81	71	55	66	104	44
<b>Other*</b>	0	138	128	140	126	11

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
The average length of time it has taken an agency to complete, respectively, investigation an final action for:	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	133.2	122.4	124.3	229.4	203	206.8
Average number of days in final action stage	732.2	778.5	101.8	70.7	53.1	54.4
<b>Complaints pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	190.8	196.2	188.6	302.6	216.3	203.9
Average number of days in final action stage	9	13	6.5	6.6	5.2	4.1
<b>Complaints pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	207.6	202.5	198.4	243.8	201	203.9
Average number of days in final action stage	227	310	197.1	134.8	101	104.6

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Total Complaints Dismissed by Agency	500	498	543	463	432	118
Average days pending prior to dismissal	46	41.59	45.9	51.3	107	86

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Total Complaints Withdrawn by Complainants	155	163	175	194	195	44

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2019		2020		2021		2022		2023		2024 (10/1/23-12/31/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	48	100%	69	100%	58	100%	55	100%	57	100%	25	100%
Without Hearing	25	64%	35	51%	37	64%	35	64%	45	79%	20	80%
With Hearing	23	59%	34	49%	21	36%	20	36%	12	21%	5	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											
	2019		2020		2021		2022		2023		2024 (10/1/23-12/31/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	48	100%	69	100%	58	100%	55	100%	57	100%	25	100%
<b>Appointment/Hire</b>	0	0%	1	1%	0	0%	0	0%	1	2%	0	0%
<b>Assignment of Duties</b>	1	2%	4	6%	1	2%	3	5%	1	2%	2	8%
<b>Awards</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Conversion to Full-time</b>	0	0%	1	1%	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%	1	2%	1	2%	0	0%	0	0%
<b>Suspension</b>	0	0%	3	4%	0	0%	0	0%	0	0%	0	0%
<b>Removal</b>	1	2%	2	3%	1	2%	1	2%	0	0%	0	0%
<b>Warning</b>	0	0%	5	7%	0	0%	1	2%	2	4%	1	4%
<b>Duty Hours</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Evaluation Appraisal</b>	3	6%	5	7%	2	3%	0	0%	3	5%	2	8%
<b>Examination/Test</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
<b>Non-Sexual</b>	12	25%	19	28%	14	24%	19	35%	15	26%	10	40%
<b>Sexual</b>	4	8%	6	9%	8	14%	7	13%	8	14%	1	4%
<b>Medical Examination</b>	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
<b>Pay (Including Overtime)</b>	2	4%	1	1%	4	7%	4	7%	0	0%	0	0%
<b>Promotion/Non-Selection</b>	4	8%	14	20%	11	19%	2	4%	2	4%	1	4%
<b>Reassignment</b>												
<b>Denied</b>	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
<b>Directed</b>	4	8%	1	1%	1	2%	1	2%	1	2%	1	4%
<b>Reasonable Accommodation</b>	10	21%	10	14%	11	19%	17	31%	17	30%	8	32%
<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%	1	2%	0	0%
<b>Retirement</b>	0	0%	0	0%	0	0%	1	2%	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>	1	2%	2	3%	4	7%	3	5%	2	4%	3	12%
<b>Terms/Conditions of Employment</b>	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Time and Attendance</b>	2	4%	1	1%	4	7%	6	11%	2	4%	0	0%
<b>Training</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Other</b>	13	27%	20	29%	10	17%	11	20%	7	12%	9	36%

**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											
	2019		2020		2021		2022		2023		2024 (10/1/23-12/31/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	25	100%	35	100%	37	100%	35	100%	45	100%	20	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	4%	1	3%	0	0%	2	6%	1	2%	2	10%
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%	1	3%	1	3%	0	0%	0	0%
Suspension	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Removal	1	4%	2	6%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	2	6%	0	0%	0	0%	2	4%	1	5%
Duty Hours	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	12%	2	6%	0	0%	0	0%	3	7%	1	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	5	20%	6	17%	3	8%	9	26%	9	20%	7	35%
Sexual	3	12%	6	17%	6	16%	3	9%	7	16%	1	5%
Medical Examination	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	1	3%	3	9%	0	0%	0	0%
Promotion/Non-Selection	1	4%	6	17%	7	19%	0	0%	2	4%	1	5%
<b>Reassignment</b>												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	3	12%	0	0%	0	0%	0	0%	1	2%	0	0%
Reasonable Accommodation	8	32%	6	17%	9	24%	12	34%	14	31%	7	35%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Retirement	0	0%	0	0%	0	0%	1	3%	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%	2	6%	0	0%	0	0%	0	0%	2	10%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	4%	0	0%	2	5%	3	9%	2	4%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	28%	10	29%	9	24%	10	29%	6	13%	0	0%

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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											
	2019		2020		2021		2022		2023		2024 (10/1/23-12/31/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	23	100%	34	100%	21	100%	20	100%	12	100%	5	100%
Appointment/Hire	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	3	9%	1	5%	1	5%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	1	3%	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%	2	6%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	1	5%	1	5%	0	0%	0	0%
Warning	0	0%	3	9%	0	0%	1	5%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	9%	2	10%	0	0%	0	0%	1	20%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Harassment</b>												
Non-Sexual	7	30%	13	38%	11	52%	10	50%	6	50%	3	60%
Sexual	1	4%	0	0%	2	10%	4	20%	1	8%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	9%	1	3%	3	14%	1	5%	0	0%	0	0%
Promotion/Non-Selection	3	13%	8	24%	4	19%	2	10%	0	0%	0	0%
<b>Reassignment</b>												
Denied	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Directed	1	4%	1	3%	1	5%	1	5%	0	0%	1	20%
Reasonable Accommodation	2	9%	4	12%	2	10%	5	25%	6	50%	1	20%
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	4%	0	0%	4	19%	3	15%	2	17%	1	20%
Terms/Conditions of Employment	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	4%	1	3%	2	10%	3	15%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	6	26%	10	29%	1	5%	1	5%	1	8%	1	20%



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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					
	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Total complaints from previous Fiscal Years	3989	3907	3247	3171	3490	4959
Total Complainants	3457	3395	2864	2837	3175	4512
<b>Number complaints pending</b>						
Investigation	19	11	2	1	7	601
ROI issued, pending Complainant's action	8	15	7	5	36	208
Hearing	2844	2587	2237	1999	1970	2421
Final Action	627	650	414	480	635	845
Appeal with EEOC Office of Federal Operations	491	644	587	686	842	884

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-12/31/23)
Pending Complaints Where Investigations Exceeds Required Time Frames	83	40	40	13	2	60