

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 10/1/23-6/30/24)
Appointment/Hire	55	65	50	68	61	53
Assignment of Duties	311	275	245	225	280	271
Awards	16	5	17	17	20	24
Conversion to Full-time	1	0	2	2	1	1
Disciplinary Action						
Demotion	23	23	22	22	20	16
Reprimand	110	112	106	70	64	59
Suspension	99	88	78	78	81	68
Removal	111	73	53	56	47	40
Warning	175	173	129	219	320	287
Duty Hours	97	106	76	100	113	103
Performance Evaluation/Appraisal	229	290	239	259	327	312
Examination/Test	1	2	0	4	4	1
Harassment						
Non-Sexual	1344	1584	1512	1710	1785	1560
Sexual	81	72	80	90	94	98
Medical Examination	12	12	4	8	16	9
Pay (Including Overtime)	128	161	148	179	198	197
Promotion/Non-Selection	333	344	317	308	326	248
Reassignment						
Denied	12	20	19	17	18	29
Directed	89	253	182	232	285	259
Reasonable Accommodation Disability	292	358	306	400	376	322
Reinstatement	1	2	0	2	2	2
Religious Accommodation	4	6	6	160	29	6
Retirement	104	43	34	38	45	2
Sex-Stereotyping	0	0	0	2	0	1
Telework	24	64	85	73	76	82
Termination	182	263	258	232	243	255
Terms/Conditions of Employment	36	38	34	25	36	37
Time and Attendance	344	408	373	360	472	415
Training	81	71	55	66	104	114
Other*	0	138	128	140	126	31

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)
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	133.2	122.4	124.3	229.4	203	218.9
Average number of days in final action stage	732.2	778.5	101.8	70.7	53.1	50
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	190.8	196.2	188.6	302.6	216.3	214.6
Average number of days in final action stage	9	13	6.5	6.6	5.2	4.6
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	207.6	202.5	198.4	243.8	201	216.1
Average number of days in final action stage	227	310	197.1	134.8	101	95.3

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)
Total Complaints Dismissed by Agency	500	498	543	463	432	340
Average days pending prior to dismissal	46	41.59	45.9	51.3	107	61.3

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)
Total Complaints Withdrawn by Complainants	155	163	175	194	195	139

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 (10/1/23-6/30/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	48	100%	69	100%	58	100%	55	100%	57	100%	67	100%
Without Hearing	25	64%	35	51%	37	64%	35	64%	45	79%	55	82%
With Hearing	23	59%	34	49%	21	36%	20	36%	12	21%	12	18%

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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 (10/1/23-6/30/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	48	100%	69	100%	58	100%	55	100%	57	100%	67	100%
Appointment/Hire	0	0%	1	1%	0	0%	0	0%	1	2%	0	0%
Assignment of Duties	1	2%	4	6%	1	2%	3	5%	1	2%	3	4%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	1	1%	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%	1	2%	1	2%	0	0%	0	0%
Suspension	0	0%	3	4%	0	0%	0	0%	0	0%	0	0%
Removal	1	2%	2	3%	1	2%	1	2%	0	0%	0	0%
Warning	0	0%	5	7%	0	0%	1	2%	2	4%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	6%	5	7%	2	3%	0	0%	3	5%	5	7%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	12	25%	19	28%	14	24%	19	35%	15	26%	23	34%
Sexual	4	8%	6	9%	8	14%	7	13%	8	14%	5	7%
Medical Examination	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	2	4%	1	1%	4	7%	4	7%	0	0%	2	3%
Promotion/Non-Selection	4	8%	14	20%	11	19%	2	4%	2	4%	5	7%
Reassignment												
Denied	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%
Directed	4	8%	1	1%	1	2%	1	2%	1	2%	0	0%
Reasonable Accommodation	10	21%	10	14%	11	19%	17	31%	17	30%	27	40%
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	2%	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	2%	2	3%	4	7%	3	5%	2	4%	1	1%
Terms/Conditions of Employment	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	2	4%	1	1%	4	7%	6	11%	2	4%	5	7%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	13	27%	20	29%	10	17%	11	20%	7	12%	23	34%

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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 (10/1/23-6/30/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	25	100%	35	100%	37	100%	35	100%	45	100%	55	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	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%
Disciplinary Action												
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%	2	4%
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%	3	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	5	20%	6	17%	3	8%	9	26%	9	20%	18	33%
Sexual	3	12%	6	17%	6	16%	3	9%	7	16%	5	9%
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%	2	4%
Promotion/Non-Selection	1	4%	6	17%	7	19%	0	0%	2	4%	5	9%
Reassignment												
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%	25	45%
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%	1	2%
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%	3	5%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	28%	10	29%	9	24%	10	29%	6	13%	14	25%

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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 (10/1/23-6/30/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	23	100%	34	100%	21	100%	20	100%	12	100%	12	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%	1	8%
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%
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%	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%	2	17%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	7	30%	13	38%	11	52%	10	50%	6	50%	5	42%
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%
Reassignment												
Denied	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Directed	1	4%	1	3%	1	5%	1	5%	0	0%	0	0%
Reasonable Accommodation	2	9%	4	12%	2	10%	5	25%	6	50%	2	17%
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%	0	0%
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%	2	17%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	6	26%	10	29%	1	5%	1	5%	1	8%	5	42%

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Pending Complaints Filed in Previous Fiscal Years by Status 29 CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 10/1/23-6/30/24
Total complaints from previous Fiscal Years	3989	3907	3247	3171	3490	2649
Total Complainants	3457	3395	2864	2837	3175	2573
Number complaints pending						
Investigation	19	11	2	1	7	38
ROI issued, pending Complainant's action	8	15	7	5	36	74
Hearing	2844	2587	2237	1999	1970	1290
Final Action	627	650	414	480	635	635
Appeal with EEOC Office of Federal Operations	491	644	587	686	842	612

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2024 10/1/23-6/30/24
Pending Complaints Where Investigations Exceeds Required Time Frames	83	40	40	13	2	18