

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

29 CFR §1614.704(a) - ©	29 CFR §1614.705 Comparative Data					
Complaint Activity	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Number of Complaints Filed in FY 1614.704(a)	2598	2571	2813	2642	2807	665
Number of Complainants 1614.704(b)	2474	2568	2692	2514	2668	656
Repeat Filers 1614.704(c)	115	92	109	124	123	8

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Race	963	982	992	995	997	252
Color	140	128	139	119	115	38
Religion	88	98	105	79	73	17
Reprisal	1086	1088	1209	1129	1243	291
Sex	768	836	806	716	706	151
Pregnancy Discrimination Act	0	0	0	18	16	2
National Origin	207	210	249	238	221	55
Equal Pay Act	24	29	18	23	19	4
Age	667	720	644	632	643	159
Disability	862	902	1095	967	1066	238
GINA	4	7	3	6	5	0
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Appointment/Hire	67	70	93	64	83	28
Assignment of Duties	205	236	239	356	298	139
Awards	18	23	8	18	5	4
Conversion to Full-time	1	1	1	1	0	0
<b>Disciplinary Action</b>	<b>419</b>	<b>483</b>	<b>471</b>	<b>546</b>	<b>497</b>	<b>241</b>
Demotion	8	15	19	27	25	13
Reprimand	64	74	123	127	128	70
Suspension	109	122	128	110	93	50
Removal	47	70	92	126	90	34
Warning	191	202	151	202	199	74
Duty Hours	78	68	77	98	112	28
Evaluation Appraisal	256	229	341	265	328	118
Examination/Test	3	1	2	1	2	0
<b>Harassment</b>	<b>1511</b>	<b>1634</b>	<b>1685</b>	<b>1559</b>	<b>1797</b>	<b>896</b>
Non-Sexual	1425	1524	1631	1518	1760	868
Sexual	86	110	112	88	83	28
Medical Examination	4	4	4	12	12	1
Pay (Including Overtime)	142	168	145	140	172	64
Promotion/Non-Selection	442	419	384	373	391	185
<b>Reassignment</b>	<b>122</b>	<b>128</b>	<b>248</b>	<b>116</b>	<b>273</b>	<b>120</b>
Denied	20	22	27	16	20	16
Directed	102	106	227	100	258	104
Reasonable Accommodation	297	301	391	355	427	169
Reinstatement	4	1	0	1	2	0
Religious Accommodation	0	9	10	6	6	0
Retirement	43	39	46	116	48	32
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	20	32	36	77	48
Termination	182	166	249	192	291	151
Terms/Conditions of Employment	37	41	60	39	45	7
Time and Attendance	286	299	332	381	446	189
Training	84	74	71	100	85	32
Other	352	363	155	0	160	64

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<b>29 CFR §1614.704(f)</b>													
<b>Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."</b>		<b>Fiscal Year Data</b>											
		<b>Num.</b>	<b>Ave. Days</b>	<b>Num.</b>	<b>Ave.D ays</b>	<b>Num.</b>	<b>Ave.D ays</b>	<b>Num.</b>	<b>Ave.D ays</b>	<b>Num.</b>	<b>Ave.D ays</b>	<b>Num.</b>	<b>Ave.Da ys</b>
		<b>2016</b>		<b>2017</b>		<b>2018</b>		<b>2019</b>		<b>2020</b>		<b>2021</b>	
		All complaints pending in Investigative Stage	1614.704	1141	161.5	863	139.9	834	149.6	824	135.9	777	126.2
All complaints pending in Final Agency Action Stage	(f) (1)	298	728.0	293	610.0	734	647.7	971	728.9	1003	781.7	982	762.8
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	290	719.6	275	568.9	683	574.9	894	674.9	913	722.1	923	718.4
Time in Investigation Stage		290	218.2	275	222.6	683	192.6	894	190.7	913	195.0	923	191.6
Time to issue Final Agency Action		588	115	558	126	449	140	626	222	579	310	279	260
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	2947	866.5	3520	921.8	3911	962.8	3900	1036.7	3530	1132.7	3569	1150.6
Time in Investigation Stage		2947	212.5	3520	223.8	3911	211.6	3900	206.7	3530	202.3	3569	201.2
Time to issue Final Agency Action		263	6	253	5	453	6	690	8	692	7	126	7

<b>29 CFR §1614.704(g)</b>	<b>29 CFR §1614.705 Comparative Data</b>						
<b>Complaints Dismissed by Agency Pursuant to 1614.107(a)</b>	<b>Fiscal Year Data</b>						
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
	Total Complaints Dismissed by Agency	369	424	496	574	572	152
Average days pending prior to dismissal	58.4	48.8	49.9	46.7	40.9	55.3	

<b>29 CFR §1614.704(h)</b>	<b>29 CFR §1614.705 Comparative Data</b>						
<b>Complaints Withdrawn by Complainants</b>	<b>Fiscal Year Data</b>						
	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	
	Total Complaints Withdrawn by Complainants	171	208	208	174	188	54

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
Total Final Agency Actions Finding Discrimination	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	35	1	36	100%	33	100%	56	100%	73	100%	16	100%
Without Hearing 704(h)(2)	19	54%	18	55%	18	55%	29	52%	36	50%	9	56%
With Hearing 704(h)(3)	16	46%	18	45%	15	45%	27	48%	37	50%	7	44%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	35	100%	36	100%	33	100%	56	100%	73	100%	16	100%
Race	4	11%	6	17%	9	27%	6	11%	17	23%	2	13%
Color	1	3%			0	0%	0	0%	2	3%	0	0%
Religion	1	3%	1	3%	1	3%	3	5%	3	4%	0	0%
Reprisal	18	51%	15	42%	6	18%	17	30%	31	42%	7	44%
Sex	9	26%	5	14%	10	30%	12	21%	15	20%	4	25%
Pregnancy Discrimination Act							0	0				
National Origin					1	3%	2	4%	3	0.041	1	6%
Equal Pay Act					0	0%	0	0%	1	1%	0	0%
Age	3	9%	2	6%	1	3%	1	2%	5	7%	0	0%
Disability	10	29%	13	36%	18	55%	25	45%	28	38%	7	44%
GINA												
Non-EEO												

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Basis	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Number Findings Rendered After Hearing 704(j)(3)</b>	16	100%	18	100%	15	100%	27	100%	37	100%	7	100%
Race	3	19%	5	28%	8	53%	2	7%	12	32%	2	29%
Color	1	6%			0	0%						
Religion	1	6%	1	6%	0	0%	3	11%	1	3%	0	0%
Reprisal	12	75%	8	44%	4	27%	9	33%	17	46%	2	29%
Sex	3	19%	1	6%	6	40%	7	26%	8	22%	3	43%
Pregnancy Discrimination Act												
National Origin					1	7%			2	5%	0	0%
Equal Pay Act					0	0%			1	3%	0	0%
Age	3	19%	2	11%	1	7%	1	4%	5	14%	0	0%
Disability	4	25%	6	33%	7	47%	11	41%	12	32%	3	43%





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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>	35	100%	36	100%	33	100%	56	100%	73	100%	16	100%
Appointment/Hire	2	6%	1	3%					1	1%	0	0%
Assignment of Duties	1	3%	2	6%			1	2%	5	7%	0	0%
Awards											0	0%
Conversion to Full-time									1	1%	0	0%
Disciplinary Action			3	8%			1	2%	14	19%	0	0%
Demotion											0	0%
Reprimand			1	3%							0	0%
Suspension	1	3%							4	5%	0	0%
Removal			2	6%			1	2%	3	4%	0	0%
Other									7	9%	0	0%
Duty Hours	1	3%	1	3%					2	3%	0	0%
Evaluation Appraisal	1	3%	1	3%			3	5%	7	9%	1	6%
Examination/Test											0	0%
Harassment			7	19%	14	42%	17	30%	27	36%	5	31%
Non-Sexual	11	31%	4	11%	12	36%	13	23%	21	28%	4	25%
Sexual	8	23%	3	8%	2	6%	6	11%	6	8%	1	6%
Medical Examination	1	3%							1	1%	0	0%
Pay (Including Overtime)	2	6%			1	3%	2	4%	1	1%	1	6%
Promotion/Non-Selection	3	9%	6	17%	5	15%	5	9%	16	22%	4	25%
Reassignment			3	8%	1	3%	4	7%	4	5%	0	0%
Denied									2	3%	0	0%
Directed			3	8%	1	3%	4	7%	3	4%	0	0%
Reasonable Accommodation	6	17%	9	25%	9	27%	15	27%	11	15%	3	19%
Reinstatement											0	0%
Religious Accommodation					1	3%					0	0%
Retirement											0	0%
Sex- Stereotyping											0	0%
Telework											0	0%
Termination	5	14%	5	14%	1	3%	3	5%	2	3%	2	13%
Terms/Conditions of Employment	4	11%	2	6%			3	5%	2	3%	0	0%
Time and Attendance	1	3%			1	3%	3	5%	1	1%	2	13%
Training											0	0%
Other	7	20%	4	11%	8	24%	14	25%	20	27%	3	19%

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29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data											
	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing 704(k)(3)</b>	16	100%	18	100%	15	100%	27	100%	37	100%	7	100%
Appointment/Hire	1	6%							1	3%	0	0%
Assignment of Duties	1	6%							4	11%	0	0%
Awards											0	0%
Conversion to Full-time									1	3%	0	0%
Disciplinary Action			2	11%					9	24%	0	0%
Demotion											0	0%
Reprimand			1	6%							0	0%
Suspension	1	6%							3	8%	0	0%
Removal			1	6%					1	3%	0	0%
Other									5	14%	0	0%
Duty Hours	1	6%	1	6%							0	0%
Evaluation Appraisal	1	6%	1	6%					5	14%	1	14%
Examination/Test											0	0%
Harassment			4	22%	10	67%	9	33%	15	41%	4	57%
Non-Sexual	8	50%	3	17%	9	60%	7	26%	15	41%	4	57%
Sexual	3	19%	1	6%	1	7%	2	7%			0	0%
Medical Examination	1	6%									0	0%
Pay (Including Overtime)	1	6%					2	7%	1	3%	1	14%
Promotion/Non-Selection	3	19%	4	22%	4	27%	3	11%	10	27%	0	0%
Reassignment			2	11%	1	7%	1	4%	4	11%	0	0%
Denied									2	5%	0	0%
Directed	1	6%	2	11%	1	7%	1	4%	3	8%	0	0%
Reasonable Accommodation	2	13%	3	17%	2	13%	4	15%	4	11%	2	29%
Reinstatement											0	0%
Religious Accommodation											0	0%
Retirement											0	0%
Sex-Stereotyping											0	0%
Telework											0	0%
Termination	3	19%	3	17%	1	7%	2	7%			2	29%
Terms/Conditions of Employment	2	13%	2	11%			2	7%	2	5%	0	0%
Time and Attendance	1	6%					1	4%	1	3%	0	0%
Training											0	0%
Other					2	13%	6	22%	10	27%	1	14%



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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Fiscal Year Data											
	2016		2017		2018		2019		2020		2021	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>	35	100%	36	100%	33	100%	56	100%	73	100%	16	100%
<b>Findings Without Hearing 704(k)(2)</b>	19	100%	18	100%	18	100%	29	100%	36	100%	9	100%
Appointment/Hire	1	5%	1	6%							0	0%
Assignment of Duties			2	11%			1	3%	1	3%	0	0%
Awards											0	0%
Conversion to Full-time											0	0%
Disciplinary Action			1	6%			1	3%	5	14%	0	0%
Demotion											0	0%
Reprimand											0	0%
Suspension									1	3%	0	0%
Removal			1	6%			1	3%	2	5%	0	0%
Other									2	5%	0	0%
Duty Hours									2	5%	0	0%
Evaluation Appraisal			1	6%			3	10%	2	5%	0	0%
Examination/Test											0	0%
Harassment			3	17%	4	22%	8	28%	12	32%	1	11%
Non-Sexual	3	16%	1	6%	3	17%	6	21%	6	16%	0	0%
Sexual	5	26%	2	11%	1	6%	4	14%	6	16%	1	11%
Medical Examination									1	3%	0	0%
Pay (Including Overtime)	1	5%			1	6%					0	0%
Promotion/Non-Selection			2	11%	1	6%	2	7%	6	16%	4	44%
Reassignment			1	6%			3	10%			0	0%
Denied											0	0%
Directed	2	11%	1	6%			3	10%			0	0%
Reasonable Accommodation	4	21%	6	33%	7	39%	11	38%	7	19%	1	11%
Reinstatement											0	0%
Religious Accommodation					1	6%					0	0%
Retirement											0	0%
Sex-Stereotyping											0	0%
Telework											0	0%
Termination	2	11%	2	11%			1	3%	2	5%	0	0%
Terms/Conditions of Employment	2	11%					1	3%			0	0%
Time and Attendance					1	6%	2	7%			2	22%
Training											0	0%

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Other	7	37%	4	22%	6	33%	8	28%	10	28%	2	22%
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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Total complaints from previous Fiscal Years 704(l)(1)	3106	3647	4332	4562	4458	411
Total Complainants 704(l)(2)	2691	3146	3734	3955	3878	382
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	18	14	8	24	16	1
ROI issued, pending Complainant's action	9	18	18	11	17	0
Hearing	2475	2979	3286	3236	2934	260
Final Agency Action	206	153	444	714	731	15
Appeal with EEOC Office of Federal Operations	390	480	574	576	759	135

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Fiscal Year Data					
	2016	2017	2018	2019	2020	2021
Number Pending Completion of Investigation	1139	861	833	819	769	810
Pending Investigations Over Required Time Frames	284	80	144	97	52	158