

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	Previous Fiscal Year Data					2018
	2013	2014	2015	2016	2017	
Number of Complaints Filed in FY 1614.704(a)	2047	2139	2397	2598	2571	2813
Number of Complainants 1614.704(b)	1934	2013	2280	2474	2568	2692
Repeat Filers 1614.704(c)	99	115	107	115	92	109

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2018
	2013	2014	2015	2016	2017	
Race	721	787	891	963	982	992
Color	55	101	114	140	128	139
Religion	73	58	73	88	98	105
Reprisal	865	919	1040	1086	1088	1209
Sex	530	593	699	768	836	806
National Origin	166	160	184	207	210	249
Equal Pay Act	11	20	15	24	29	18
Age	494	522	572	667	720	644
Disability	586	635	766	862	902	1095
GINA	3	2	2	4	7	3
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	Previous Fiscal Year Data					2018
	2013	2014	2015	2016	2017	
Appointment/Hire	66	63	78	67	70	93
Assignment of Duties	101	132	237	205	236	239
Awards	18	21	13	18	23	8
Conversion to Full-time	0	3	1	1	1	1
Disciplinary Action	305	346	414	419	483	471
Demotion	15	15	14	8	15	19
Reprimand	58	61	68	64	74	123
Suspension	101	89	127	109	122	128
Removal	43	54	42	47	70	92
Warning	88	127	163	191	202	151
Duty Hours	49	50	94	78	68	77
Evaluation Appraisal	161	150	223	256	229	341
Examination/Test	0	1	2	3	1	2
Harassment	1058	1163	1409	1511	1634	1685
Non-Sexual	984	1078	1312	1425	1524	1631
Sexual	74	85	97	86	110	112
Medical Examination	7	7	8	4	4	4
Pay (Including Overtime)	100	128	135	142	168	145
Promotion/Non-Selection	343	385	390	442	419	384
Reassignment	77	82	101	122	128	248
Denied		13	31	20	22	27
Directed		69	70	102	106	227
Reasonable Accommodation	186	240	307	297	301	391
Reinstatement	0	1	0	4	1	0
Religious Accommodation	0	0	0	0	9	10
Retirement	22	26	35	43	39	46
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	20	32
Termination	130	161	179	182	166	249
Terms/Conditions of Employment	33	41	47	37	41	60
Time and Attendance	153	194	272	286	299	332
Training	49	60	85	84	74	71
Other	237	277	301	352	363	155

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29 CFR §1614.704(f)													
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..."		Previous Fiscal Year Data										Num.	Ave. Days
		Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	2018	
		2013		2014		2015		2016		2017			
All complaints pending in Investigative Stage	1614.704	818	158.2	634	125.1	938	142.4	1141	161.5	863	139.9	834	149.6
All complaints pending in Final Agency Action Stage	(f) (1)	213	535.3	311	478.1	208	665.3	298	728.0	293	610.0	734	647.7
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	197	507	298	468.8	195	654.7	290	719.6	275	568.9	683	574.9
Time in Investigation Stage		197	207.2	298	203.3	195	196.4	290	218.2	275	222.6	683	192.6
Time to issue Final Agency Action		515	125	523	136	659	139	588	115	558	126	449	140
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1683	714.7	2180	722.4	2387	832.1	2947	866.5	3520	921.8	3911	962.8
Time in Investigation Stage		1683	201.8	2180	206.2	2387	204.4	2947	212.5	3520	223.8	3911	211.6
Time to issue Final Agency Action		320	14	287	17	266	10	263	6	253	5	453	6

29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)		Previous Fiscal Year Data					2018
		2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency		345	283	291	369	424	496
Average days pending prior to dismissal		61.4	58.0	51.9	58.4	48.8	49.9

29 CFR §1614.704(h)		29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants		Previous Fiscal Year Data					2018
		2013	2014	2015	2016	2017	
Total Complaints Withdrawn by Complainants		62	179	143	171	208	208

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2018	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	36	100%	31	100%	33	100%	35	100%	33	100%	42	100%
Appointment/Hire	1	3%					2	6%	1	3%		
Assignment of Duties	1	3%			2	6%	1	3%	2	6%		
Awards			1	3%								
Conversion to Full-time					1	3%						
Disciplinary Action	2	6%							3	9%		
Demotion					1	3%						
Reprimand					2	6%			1	3%		
Suspension	1	3%			2	6%	1	3%				
Removal	1	3%	1	3%					2	6%		
Other					1	3%						
Duty Hours	1	3%	1	3%	2	6%	1	3%	1	3%		
Evaluation Appraisal	1	3%	1	3%	7	21%	1	3%	1	3%	1	2%
Examination/Test												
Harassment	12	33%	11	35%	11	33%			7	21%	17	40%
Non-Sexual	6	17%	9	29%	10	30%	11	31%	4	12%	13	31%
Sexual	6	17%	2	6%	2	6%	8	23%	3	9%	4	10%
Medical Examination							1	3%				
Pay (Including Overtime)	2	6%			3	9%	2	6%			1	2%
Promotion/Non-Selection	3	8%	3	10%	3	9%	3	9%	5	15%	6	14%
Reassignment	1	3%							3	9%	1	2%
Denied	1	3%			1	3%						
Directed			3	10%	1	3%			3	9%	1	2%
Reasonable Accommodation	10	28%	10	32%	5	15%	6	17%	9	27%	12	29%
Reinstatement												
Religious Accommodation											1	2%
Retirement												
Sex- Stereotyping												
Telework												
Termination	4	11%	4	13%	2	6%	5	14%	4	12%		
Terms/Conditions of Employment					2	6%	4	11%	2	6%	1	2%
Time and Attendance			1	3%	1	3%	1	3%			1	2%
Training					1	3%					1	2%
Other	4	11%	6	19%	3	9%	7	20%	4	12%	7	17%

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29 CFR §1614.704(k) Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2018	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	36	100%	16	100%	12	100%	16	100%	15	100%	24	100%
Appointment/Hire	1	100%					1	6%				
Assignment of Duties					2	17%	1	6%				
Awards			1	6%								
Conversion to Full-time												
Disciplinary Action	2	100%							2	13%		
Demotion												
Reprimand									1	7%		
Suspension	1	100%			1	8%	1	6%				
Removal	1	100%							1	7%		
Other					1	8%						
Duty Hours	1	100%	1	6%	1	8%	1	6%	1	7%		
Evaluation Appraisal			1	6%	7	58%	1	6%	1	7%	1	4%
Examination/Test												
Harassment	5	42%	6	38%	7	58%			4	27%	12	50%
Non-Sexual	2	33%	6	38%	7	58%	8	50%	3	20%	10	42%
Sexual	3	50%					3	19%	1	7%	2	8%
Medical Examination							1	6%				
Pay (Including Overtime)	2	100%			1	8%	1	6%				
Promotion/Non-Selection	3	100%	2	13%	2	17%	3	19%	3	20%	5	21%
Reassignment									2	13%	1	4%
Denied												
Directed			1	6%	1	8%	1	6%	2	13%	1	4%
Reasonable Accommodation	2	20%	6	38%	2	17%	2	13%	3	20%	5	21%
Reinstatement												
Religious Accommodation												
Retirement												
Sex-Stereotyping												
Telework												
Termination	3	75%	2	13%			3	19%	2	13%		
Terms/Conditions of Employment					1	8%	2	13%	2	13%	1	4%
Time and Attendance			1	6%			1	6%			1	4%
Training					1	8%					1	4%
Other	1	25%			1	8%					1	4%

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Other	3	75%	6	40%	2	10%	7	37%	4	22%	6	33%
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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2018
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years 704(l)(1)	1590	1930	2429	3106	3647	4332
Total Complainants 704(l)(2)	1403	1696	2106	2691	3146	3734
Number complaints pending: 704(l)(3)						
Investigation	3	13	11	18	14	8
ROI issued, pending Complainant's action	6	6	13	9	18	18
Hearing	1353	1648	1946	2475	2979	3286
Final Agency Action	111	147	129	206	153	444
Appeal with EEOC Office of Federal Operations	116	116	330	390	480	574

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2018
	2013	2014	2015	2016	2017	
Number Pending Completion of Investigation	817	634	938	1139	861	833
Pending Investigations Over Required Time Frames	180	37	109	284	80	144