

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Health Administration

29 CFR §1614.704(a) - (c)	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)	1768	1848	2111	2288	2255	2488
Number of Complainants 1614.704(b)	1672	1736	2013	2182	2175	2392
Repeat Filers 1614.704(c)	87	101	93	102	72	94

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	626	678	784	861	871	881
Color	44	92	101	129	117	131
Religion	68	50	69	81	88	96
Reprisal	763	799	903	969	954	1068
Sex	455	494	618	680	736	714
National Origin	148	141	169	193	196	231
Equal Pay Act	9	20	15	22	28	17
Age	431	445	503	595	645	571
Disability	471	506	642	731	743	926
GINA	3	1	1	3	4	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	53	52	71	62	60	79
Assignment of Duties	85	113	216	187	208	214
Awards	13	20	12	15	17	6
Conversion to Full-time	0	2	1	1	1	1
Disciplinary Action	258	290	354	370	424	416
Demotion	11	14	13	5	14	18
Reprimand	48	49	50	56	64	106
Suspension	85	77	115	91	109	121
Removal	36	45	36	43	62	83
Warning	78	105	140	175	175	124
Duty Hours	45	49	89	73	66	76
Evaluation Appraisal	139	133	198	224	196	301
Examination/Test	0	1	2	3	1	2
Harassment	930	1013	1253	1369	1459	1499
Non-Sexual	862	941	1166	1292	1356	1449
Sexual	68	72	87	77	103	97
Medical Examination	6	7	8	4	4	4
Pay (Including Overtime)	86	125	130	134	152	138
Promotion/Non-Selection	293	327	331	380	366	347
Reassignment	70	68	91	110	118	226
Denied		9	26	19	18	22
Directed		59	65	91	100	210
Reasonable Accommodation	140	174	247	232	230	328
Reinstatement	0	0	0	3	1	0
Religious Accommodation	0	0	0	0	9	7
Retirement	22	18	32	39	30	41
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	13	21
Termination	111	132	159	169	150	226
Terms/Conditions of Employment	26	31	45	32	36	54
Time and Attendance	130	161	243	257	264	302
Training	43	49	77	74	59	61
Other	202	233	271	316	307	138

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29 CFR §1614.704(f)		Previous Fiscal Year Data										Num.	Ave. Days
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..."		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	2018	
		2013		2014		2015		2016		2017			
		All complaints pending in Investigative Stage	1614.704	715	156.4	545	121.6	825	140.1	1023	158.5	751	129.6
All complaints pending in Final Agency Action Stage	(f) (1)	182	532.1	262	486.7	180	657.7	260	721.3	251	614.3	630	650.3
All complaints pending in which Hearing was not requested	1614.704 (f) (2)	172	511.3	251	478.4	172	644.9	253	711.2	237	573.2	584	574.2
Time in Investigation Stage		172	208.2	251	202.2	172	195.1	253	216.2	237	222.8	584	191.6
Time to issue Final Agency Action		455	126	413	136	592	140	525	114	613	122	522	142
All complaints pending in which a Hearing was requested	1614.704 (f) (3)	1482	716.9	1912	728.2	2077	838.2	2579	871.1	3140	924.5	3450	970.6
Time in Investigation Stage		1482	202.2	1912	205.8	2077	204.4	2579	212.5	3140	225.0	3450	212.6
Time to issue Final Agency Action		286	14	250	17	240	10	235	6	217	5	400	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	296	246	253	314	374	421
Average days pending prior to dismissal	59.81	56.7	52.4	57.7	49.5	50.8

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2018
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total Complaints Withdrawn by Complainants	58	155	129	139	177	187

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29 CFR §1614.704(i) Total Final Agency Actions Finding Discrimination	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2018	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	31	100%	26	100%	27	100%	32	100%	30	100%	37	100%
Without Hearing 704(h)(2)	18	59%	13	50%	18	67%	17	53%	16	53%	16	43%
With Hearing 704(h)(3)	13	41%	13	50%	9	33%	15	47%	14	47%	21	57%

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2018	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	31	100%	26	100%	27	100%	32	100%	30	100%	37	100%
Race	4	13%	6	23%	6	22%	3	9%	5	17%	10	27%
Color			1	4%			1	3%			0	0%
Religion	1	3%			1	4%	1	3%	1	3%	1	3%
Reprisal	11	34%	12	46%	13	48%	17	53%	13	43%	10	27%
Sex	7	22%	5	19%	5	19%	8	25%	5	17%	10	27%
National Origin	1	3%	1	4%	1	4%					1	3%
Equal Pay Act											0	0%
Age	1	3%			2	7%	3	9%	2	7%	1	3%
Disability	8	25%	10	38%	6	22%	9	28%	11	37%	19	51%
Non-EEO												

29 CFR §1614.704(j) Findings of Discrimination Rendered by Basis	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2018	
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	13	41%	13	100%	9	100%	15	100%	14	100%	21	100%
Race	2	50%	3	23%	5	56%	3	20%	5	36%	9	43%
Color			1	8%			1	7%			0	0%
Religion							1	7%	1	7%	0	0%
Reprisal	3	30%	5	38%	7	78%	11	73%	7	47%	6	29%
Sex	5	63%	3	23%	2	22%	2	13%	1	7%	8	38%
National Origin	1	50%									1	5%
Equal Pay Act											0	0%
Age	1	100%	1	8%	2	22%	3	20%	2	13%	1	5%
Disability	2	22%	6	46%	2	22%	4	27%	4	29%	8	38%

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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)	31	100%	26	100%	27	100%	32	100%	30	100%	37	100%
Appointment/Hire	1	3%					2	6%	1	3%		
Assignment of Duties					2	7%	1	3%	2	7%		
Awards			1	4%								
Conversion to Full-time					1	4%						
Disciplinary Action	2	6%							3	10%		
Demotion					1	4%						
Reprimand	1	3%			3	11%			1	3%		
Suspension					1	4%	1	3%				
Removal	1	3%	1	4%					2	7%		
Other					1	4%						
Duty Hours	1	3%	1	4%	2	7%	1	3%	1	3%		
Evaluation Appraisal	1	3%	1	4%	6	22%	1	3%	1	3%	1	3%
Examination/Test												
Harassment	12	38%	7	27%	10	37%			7	23%	14	38%
Non-Sexual	6	19%	7	27%	8	30%	9	28%	4	13%	12	32%
Sexual	6	19%	2	8%	2	7%	7	22%	3	10%	2	5%
Medical Examination							1	3%				
Pay (Including Overtime)	2	6%			3	11%	2	6%			1	3%
Promotion/Non-Selection	3	9%	2	8%	2	7%	3	9%	4	13%	6	16%
Reassignment	1	3%							3	10%		
Denied					1	4%					1	3%
Directed	1	3%	3	12%	1	4%	3	9%	3	10%	10	27%
Reasonable Accommodation	9	28%	8	31%	3	11%	5	16%	8	27%		
Reinstatement												
Retirement												
Termination	2	6%	3	12%	2	7%	4	13%	4	13%		
Terms/Conditions of Employment					2	7%	4	13%	2	7%	1	3%
Time and Attendance			1	4%	1	4%	1	3%			1	3%
Training											1	3%
Other	3	9%	6	23%	2	7%	7	22%	3	10%	6	16%

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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)	31	100%	26	100%	27	100%	32	100%	30	100%	37	100%	
Findings Without Hearing 704(k)(2)	18	59%	13	100%	18	100%	17	100%	16	100%	16	100%	
Appointment/Hire							1	6%	1	6%			
Assignment of Duties	1	100%							2	13%			
Awards													
Conversion to Full-time					1	6%							
Disciplinary Action									1	6%			
Demotion					1	6%							
Reprimand					2	11%							
Suspension													
Removal			1	8%					1	6%			
Other													
Duty Hours					1	6%							
Evaluation Appraisal	1	100%							1	6%			
Examination/Test													
Harassment	7	58%							3	19%	4	25%	
Non-Sexual	4	67%	3	23%	3	17%	2	12%	1	6%	3	19%	
Sexual	3	50%	2	15%	2	11%	5	29%	2	13%	1	6%	
Medical Examination													
Pay (Including Overtime)					2	11%	1	6%			1	6%	
Promotion/Non-Selection			1	8%	1	6%			1	6%	1	6%	
Reassignment	1	100%							1	6%			
Denied					1	6%							
Directed	1	100%	2	15%			2	12%	1	6%			
Reasonable Accommodation	8	89%	2	15%	2	11%	3	18%	6	38%	7	44%	
Reinstatement													
Religious Accommodation											1	6%	
Retirement													
Termination	1	50%	2	15%	2	11%	1	6%	2	13%			
Terms/Conditions of Employment							2	12%					
Time and Attendance					1	6%							
Training													
Other	2	67%	6	46%	2	11%	7	41%	3	19%	1	6%	

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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)	1395	1695	2089	2703	3232	3804
Total Complainants 704(l)(2)	1228	1485	1802	2338	2782	3273
Number complaints pending: 704(l)(3)						
Investigation	2	8	5	11	3	6
ROI issued, pending Complainant's action	6	6	10	8	15	14
Hearing	1189	1454	1688	2177	2672	2909
Final Agency Action	94	125	111	174	129	382
Appeal with EEOC Office of Federal Operations	103	102	275	326	410	492

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	714	545	825	1023	751	724
Pending Investigations Over Required Time Frames	151	28	94	249	60	129