

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal 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> | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 10/1/21-3/31/22 |
| Appointment/Hire | 60 | 79 | 55 | 65 | 50 | 21 |
| Assignment of Duties | 208 | 214 | 311 | 275 | 245 | 104 |
| Awards | 17 | 6 | 16 | 5 | 17 | 7 |
| Conversion to Full-time | 1 | 1 | 1 | 0 | 2 | 0 |
| Disciplinary Action | | | | | | |
| Demotion | 14 | 18 | 23 | 23 | 22 | 7 |
| Reprimand | 64 | 106 | 110 | 112 | 106 | 26 |
| Suspension | 109 | 121 | 99 | 88 | 78 | 32 |
| Removal | 62 | 83 | 111 | 73 | 53 | 25 |
| Warning | 175 | 124 | 175 | 173 | 129 | 102 |
| Duty Hours | 66 | 76 | 97 | 106 | 76 | 43 |
| Performance Evaluation/Appraisal | 196 | 301 | 229 | 290 | 239 | 144 |
| Examination/Test | 1 | 2 | 1 | 2 | 0 | 2 |
| Harassment | | | | | | |
| Non-Sexual | 1356 | 1449 | 1344 | 1584 | 1512 | 805 |
| Sexual | 103 | 97 | 81 | 72 | 80 | 42 |
| Medical Examination | 4 | 4 | 12 | 12 | 4 | 6 |
| Pay (Including Overtime) | 152 | 138 | 128 | 161 | 148 | 78 |
| Promotion/Non-Selection | 366 | 347 | 333 | 344 | 317 | 138 |
| Reassignment | | | | | | |
| Denied | 18 | 22 | 12 | 20 | 19 | 8 |
| Directed | 100 | 210 | 89 | 253 | 182 | 111 |
| Reasonable Accommodation Disability | 230 | 328 | 292 | 358 | 306 | 183 |
| Reinstatement | 1 | 0 | 1 | 2 | 0 | 1 |
| Religious Accommodation | 9 | 7 | 4 | 6 | 6 | 42 |
| Retirement | 30 | 41 | 104 | 43 | 34 | 54 |
| Sex-Stereotyping | 0 | 0 | 0 | 0 | 0 | 1 |
| Telework | 13 | 21 | 24 | 64 | 85 | 34 |
| Termination | 150 | 226 | 182 | 263 | 258 | 77 |
| Terms/Conditions of Employment | 36 | 54 | 36 | 38 | 34 | 8 |
| Time and Attendance | 264 | 302 | 344 | 408 | 373 | 154 |
| Training | 59 | 61 | 81 | 71 | 55 | 31 |
| Other* | 307 | 138 | 0 | 138 | 128 | 65 |

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

| 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 and final action for: | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 10/1/21-3/31/22 |
| Complaints pending (for any length of time) during fiscal year | | | | | | |
| Average number of days in investigation stage | 129.6 | 148.6 | 133.2 | 122.4 | 124.3 | 153.8 |
| Average number of days in final action stage | 614.3 | 650.3 | 732.2 | 778.5 | 101.8 | 97.2 |
| Complaints pending during fiscal year where hearing was requested | | | | | | |
| Average number of days in investigation stage | 222.8 | 191.6 | 190.8 | 196.2 | 188.6 | 196.2 |
| Average number of days in final action stage | 5 | 6 | 9 | 13 | 6.5 | 5.6 |
| Complaints pending during fiscal year where hearing was not requested | | | | | | |
| Average number of days in investigation stage | 225 | 212.6 | 207.6 | 202.5 | 198.4 | 182.1 |
| Average number of days in final action stage | 122 | 142 | 227 | 310 | 197.1 | 188.7 |

| Complaints Dismissed by Agency 29 CFR §1614.704 (g) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|-------|------|-------|------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 10/1/21-3/31/22 |
| Total Complaints Dismissed by Agency | 374 | 421 | 500 | 498 | 543 | 163 |
| Average days pending prior to dismissal | 49.54 | 50.84 | 46 | 41.59 | 45.9 | 50.67 |

| Complaints Withdrawn by Complainants 29 CFR §1614.704 (h) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|------|------|------|------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 10/1/21-3/31/22 |
| Total Complaints Withdrawn by Complainants | 177 | 187 | 155 | 163 | 175 | 86 |

| Total Final Actions Finding Discrimination 29 CFR §1614.704 (i) | Comparative Data (Sec. 1614.705) | | | | | | | | | | | |
|--|----------------------------------|------|------|------|------|------|------|------|------|------|-------------------------|------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 10/1/21-3/31/22 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 33 | 100% | 30 | 100% | 48 | 100% | 69 | 100% | 58 | 100% | 20 | 100% |
| Without Hearing | 16 | 48% | 16 | 53% | 25 | 64% | 35 | 51% | 37 | 64% | 11 | 55% |
| With Hearing | 17 | 52% | 14 | 47% | 23 | 59% | 34 | 49% | 21 | 36% | 9 | 45% |

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

| Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1) | Comparative Data (Sec. 1614.705) | | | | | | | | | | | |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|-------------------------|------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 10/1/21-3/31/22 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings | 33 | 100% | 30 | 100% | 48 | 100% | 69 | 100% | 58 | 100% | 20 | 100% |
| Appointment/Hire | 1 | 3% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% |
| Assignment of Duties | 2 | 6% | 0 | 0% | 1 | 2% | 4 | 6% | 1 | 2% | 1 | 5% |
| Awards | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Conversion to Full-time | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Reprimand | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% |
| Suspension | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 4% | 0 | 0% | 0 | 0% |
| Removal | 2 | 6% | 0 | 0% | 1 | 2% | 2 | 3% | 1 | 2% | 0 | 0% |
| Warning | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 7% | 0 | 0% | 2 | 10% |
| Duty Hours | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Evaluation Appraisal | 1 | 3% | 0 | 0% | 3 | 6% | 5 | 7% | 2 | 3% | 0 | 0% |
| Examination/Test | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 4 | 12% | 11 | 37% | 12 | 25% | 19 | 28% | 14 | 24% | 7 | 35% |
| Sexual | 3 | 9% | 1 | 3% | 4 | 8% | 6 | 9% | 8 | 14% | 3 | 15% |
| Medical Examination | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% |
| Pay (Including Overtime) | 0 | 0% | 1 | 3% | 2 | 4% | 1 | 1% | 4 | 7% | 1 | 5% |
| Promotion/Non-Selection | 5 | 38% | 5 | 17% | 4 | 8% | 14 | 20% | 11 | 19% | 1 | 5% |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 1% | 0 | 0% | 0 | 0% |
| Directed | 3 | 9% | 1 | 3% | 4 | 8% | 1 | 1% | 1 | 2% | 1 | 5% |
| Reasonable Accommodation | 8 | 24% | 9 | 30% | 10 | 21% | 10 | 14% | 11 | 19% | 6 | 30% |
| Reinstatement | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Religious Accommodation | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Retirement | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 5% |
| 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 | 5 | 15% | 1 | 3% | 1 | 2% | 2 | 3% | 4 | 7% | 1 | 5% |
| Terms/Conditions of Employment | 2 | 6% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Time and Attendance | 0 | 0% | 1 | 3% | 2 | 4% | 1 | 1% | 4 | 7% | 3 | 15% |
| Training | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Other | 3 | 9% | 7 | 23% | 13 | 27% | 20 | 29% | 10 | 17% | 4 | 20% |

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

| Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2) | Comparative Data (Sec. 1614.705) | | | | | | | | | | | |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|-------------------------|------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 10/1/21-3/31/22 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Findings Without Hearing | 16 | 100% | 16 | 100% | 25 | 100% | 35 | 100% | 37 | 100% | 11 | 100% |
| Appointment/Hire | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Assignment of Duties | 2 | 13% | 0 | 0% | 1 | 4% | 1 | 3% | 0 | 0% | 1 | 9% |
| 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% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% |
| Suspension | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Removal | 1 | 6% | 0 | 0% | 1 | 4% | 2 | 6% | 0 | 0% | 0 | 0% |
| Warning | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Duty Hours | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Evaluation Appraisal | 1 | 6% | 0 | 0% | 3 | 12% | 2 | 6% | 0 | 0% | 0 | 0% |
| Examination/Test | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 1 | 6% | 3 | 19% | 5 | 20% | 6 | 17% | 3 | 8% | 3 | 27% |
| Sexual | 2 | 13% | 1 | 6% | 3 | 12% | 6 | 17% | 6 | 16% | 2 | 18% |
| Medical Examination | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Pay (Including Overtime) | 0 | 0% | 1 | 6% | 0 | 0% | 0 | 0% | 1 | 3% | 1 | 9% |
| Promotion/Non-Selection | 1 | 6% | 1 | 6% | 1 | 4% | 6 | 17% | 7 | 19% | 0 | 0% |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Directed | 1 | 6% | 0 | 0% | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% |
| Reasonable Accommodation | 6 | 38% | 7 | 44% | 8 | 32% | 6 | 17% | 9 | 24% | 3 | 27% |
| Reinstatement | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Religious Accommodation | 0 | 0% | 1 | 6% | 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 | 2 | 13% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Terms/Conditions of Employment | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Time and Attendance | 0 | 0% | 1 | 6% | 1 | 4% | 0 | 0% | 2 | 5% | 2 | 18% |
| Training | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Other | 3 | 19% | 5 | 31% | 7 | 28% | 10 | 29% | 9 | 24% | 3 | 27% |

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

| Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3) | Comparative Data (Sec. 1614.705) | | | | | | | | | | | |
|---|----------------------------------|------|------|------|------|------|------|------|------|------|-------------------------|------|
| | Previous Fiscal Year Data | | | | | | | | | | | |
| | 2017 | | 2018 | | 2019 | | 2020 | | 2021 | | 2022 10/1/21-3/31/22 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Findings After Hearing | 17 | 100% | 14 | 100% | 23 | 100% | 34 | 100% | 21 | 100% | 9 | 100% |
| Appointment/Hire | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Assignment of Duties | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 9% | 1 | 5% | 0 | 0% |
| Awards | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Conversion to Full-time | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Disciplinary Action | | | | | | | | | | | | |
| Demotion | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Reprimand | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Suspension | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 6% | 0 | 0% | 0 | 0% |
| Removal | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 5% | 0 | 0% |
| Warning | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 9% | 0 | 0% | 2 | 22% |
| Duty Hours | 1 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Evaluation Appraisal | 1 | 6% | 0 | 0% | 0 | 0% | 3 | 9% | 2 | 10% | 0 | 0% |
| Examination/Test | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Harassment | | | | | | | | | | | | |
| Non-Sexual | 3 | 18% | 8 | 57% | 7 | 30% | 13 | 38% | 11 | 52% | 5 | 56% |
| Sexual | 1 | 6% | 0 | 0% | 1 | 4% | 0 | 0% | 2 | 10% | 1 | 11% |
| Medical Examination | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Pay (Including Overtime) | 0 | 0% | 0 | 0% | 2 | 9% | 1 | 3% | 3 | 14% | 0 | 0% |
| Promotion/Non-Selection | 3 | 18% | 4 | 29% | 3 | 13% | 8 | 24% | 4 | 19% | 1 | 11% |
| Reassignment | | | | | | | | | | | | |
| Denied | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 3% | 0 | 0% | 0 | 0% |
| Directed | 2 | 12% | 1 | 7% | 1 | 4% | 1 | 3% | 1 | 5% | 1 | 11% |
| Reasonable Accommodation | 2 | 12% | 2 | 14% | 2 | 9% | 4 | 12% | 2 | 10% | 3 | 33% |
| 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% | 1 | 11% |
| 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 | 2 | 12% | 1 | 7% | 1 | 4% | 0 | 0% | 4 | 19% | 1 | 11% |
| Terms/Conditions of Employment | 2 | 12% | 0 | 0% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% |
| Time and Attendance | 0 | 0% | 0 | 0% | 1 | 4% | 1 | 3% | 2 | 10% | 1 | 11% |
| Training | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Other | 0 | 0% | 2 | 14% | 6 | 26% | 10 | 29% | 1 | 5% | 1 | 11% |

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

| Pending Complaints Filed in Previous Fiscal Years by Status CFR §1614.704 (l) | Comparative Data (Sec. 1614.705) | | | | | |
|--|----------------------------------|------|------|------|------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 10/1/21-3/31/22 |
| Total complaints from previous Fiscal Years | 3232 | 3804 | 3989 | 3907 | 3247 | 4061 |
| Total Complainants | 2782 | 3273 | 3457 | 3395 | 2864 | 3574 |
| Number complaints pending | | | | | | |
| Investigation | 3 | 6 | 19 | 11 | 2 | 79 |
| ROI issued, pending Complainant's action | 15 | 14 | 8 | 15 | 7 | 71 |
| Hearing | 2672 | 2909 | 2844 | 2587 | 2237 | 2625 |
| Final Action | 129 | 382 | 627 | 650 | 414 | 710 |
| Appeal with EEOC Office of Federal Operations | 410 | 492 | 491 | 644 | 587 | 781 |

| Complaint Investigations 29 CFR §1614.704 (m) | Comparative Data (Sec. 1614.705) | | | | | |
|---|----------------------------------|------|------|------|------|-------------------------|
| | Previous Fiscal Year Data | | | | | |
| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 10/1/21-3/31/22 |
| Pending Complaints Where Investigations Exceeds Required Time Frames | 60 | 129 | 83 | 40 | 40 | 39 |