

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

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 - 03/31/22
Appointment/Hire	70	93	64	83	55	23
Assignment of Duties	236	239	356	298	254	110
Awards	23	8	18	5	18	7
Conversion to Full-time	1	1	1	0	2	0
Disciplinary Action						
Demotion	15	19	27	25	24	7
Reprimand	74	123	127	128	115	29
Suspension	122	128	110	93	80	37
Removal	70	92	126	90	58	28
Warning	202	151	202	199	147	109
Duty Hours	68	77	98	112	77	44
Performance Evaluation/Appraisal	229	341	265	328	272	157
Examination/Test	1	2	1	2	0	2
Harassment						
Non-Sexual	1524	1631	1518	1760	1633	877
Sexual	110	112	88	83	86	42
Medical Examination	4	4	12	12	4	6
Pay (Including Overtime)	168	145	140	172	154	82
Promotion/Non-Selection	419	384	373	391	355	152
Reassignment						
Denied	22	27	16	20	23	10
Directed	106	227	100	258	187	114
Reasonable Accommodation Disability	301	391	355	427	331	197
Reinstatement	1	0	1	2	0	1
Religious Accommodation	9	10	6	6	6	43
Retirement	39	46	116	48	41	57
Sex-Stereotyping	0	0	0	0	0	1
Telework	20	32	36	77	89	35
Termination	166	249	192	291	280	81
Terms/Conditions of Employment	41	60	39	45	36	9
Time and Attendance	299	332	381	446	389	169
Training	74	71	100	85	60	34
Other*	363	155	0	160	143	68

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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 -
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	139.9	149.6	135.9	126.2	123.5	154.9
Average number of days in final action stage	610.0	647.7	728.9	781.7	103	98.6
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	222.6	192.6	190.7	195.0	187.4	196.2
Average number of days in final action stage	5	6	8	7	6.5	5.7
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	223.8	211.6	206.7	202.3	198.2	180.7
Average number of days in final action stage	126	140	222	310	199.5	185.8

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 - 03/31/22
Total Complaints Dismissed by Agency	424	496	574	572	595	183
Average days pending prior to dismissal	48.8	49.9	46.7	40.9	46.1	49.5

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 - 03/31/22
Total Complaints Withdrawn by Complainants	208	208	174	188	197	96

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 - 03/31/22	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	25	100%
Without Hearing	18	55%	18	55%	29	52%	36	49%	44	68%	12	48%
With Hearing	18	45%	15	45%	27	48%	37	51%	21	32%	13	52%

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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											
	2017		2018		2019		2020		2021		2022 10/1/21 - 03/31/22	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	25	100%
Appointment/Hire	1	3%	0	0%	0	0%	1	1%	0	0%	0	0%
Assignment of Duties	2	6%	0	0%	1	2%	5	7%	1	2%	1	4%
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%	4	5%	0	0%	0	0%
Removal	2	6%	0	0%	1	2%	3	4%	1	2%	0	0%
Warning	0	0%	0	0%	0	0%	7	9%	1	2%	3	12%
Duty Hours	1	3%	0	0%	0	0%	2	3%	0	0%	0	0%
Evaluation Appraisal	1	3%	0	0%	3	5%	7	9%	3	5%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	4	11%	12	36%	13	23%	21	28%	15	23%	7	28%
Sexual	3	8%	2	6%	6	11%	6	8%	8	12%	3	12%
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	6%	1	4%
Promotion/Non-Selection	6	17%	5	15%	5	9%	16	22%	11	17%	1	4%
Reassignment												
Denied	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%
Directed	3	8%	1	3%	4	7%	3	4%	1	2%	1	4%
Reasonable Accommodation	9	25%	9	27%	15	27%	11	15%	16	25%	8	32%
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	4%
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	14%	1	3%	3	5%	2	3%	4	6%	3	12%
Terms/Conditions of Employment	2	6%	0	0%	3	5%	2	3%	0	0%	0	0%
Time and Attendance	0	0%	1	3%	3	3	3	3	3	3	3	12%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	4	11%	8	24%	14	25%	20	27%	10	15%	4	16%

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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											
	2017		2018		2019		2020		2021		2022 10/1/21 - 03/31/22	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	18	100%	29	100%	36	100%	44	100%	12	100%
Appointment/Hire	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	2	11%	0	0%	1	3%	1	3%	0	0%	1	8%
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	2%	0	0%
Suspension	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Removal	1	6%	0	0%	1	3%	2	5%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	2	5%	1	2%	1	8%
Duty Hours	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	3	10%	2	5%	1	2%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	1	6%	3	17%	6	21%	6	16%	4	9%	3	25%
Sexual	2	11%	1	6%	4	14%	6	16%	6	14%	2	17%
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	2%	1	8%
Promotion/Non-Selection	2	11%	1	6%	2	7%	6	16%	7	16%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	6%	0	0%	3	10%	0	0%	0	0%	0	0%
Reasonable Accommodation	6	33%	7	39%	11	38%	7	19%	14	32%	3	25%
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	11%	0	0%	1	3%	2	5%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	6%	2	7%	0	0%	2	5%	2	17%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	4	22%	6	33%	8	28%	10	28%	9	20%	3	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											
	2017		2018		2019		2020		2021		2022 10/1/21 - 03/31/22	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	18	100%	15	100%	27	100%	37	100%	21	100%	13	100%
Appointment/Hire	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	4	11%	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%	3	8%	0	0%	0	0%
Removal	1	6%	0	0%	0	0%	1	3%	1	5%	0	0%
Warning	0	0%	0	0%	0	0%	5	14%	0	0%	2	15%
Duty Hours	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	0	0%	5	14%	2	10%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	17%	9	60%	7	26%	15	41%	11	52%	5	38%
Sexual	1	6%	1	7%	2	7%	0	0%	2	10%	1	8%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	2	7%	1	3%	3	14%	0	0%
Promotion/Non-Selection	4	22%	4	27%	3	11%	10	27%	4	19%	1	8%
Reassignment												
Denied	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Directed	2	11%	1	7%	1	4%	3	8%	1	5%	1	8%
Reasonable Accommodation	3	17%	2	13%	4	15%	4	11%	2	10%	5	38%
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	8%
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	3	17%	1	7%	2	7%	0	0%	4	19%	3	23%
Terms/Conditions of Employment	2	11%	0	0%	2	7%	2	5%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	4%	1	3%	2	10%	1	8%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	2	13%	6	22%	10	27%	1	5%	1	8%

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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					
	2017	2018	2019	2020	2021	2022 10/1/21 - 03/31/22
Total complaints from previous Fiscal Years	3647	4332	4562	4458	3680	4547
Total Complainants	3146	3734	3955	3878	3255	3996
Number complaints pending						
Investigation	14	8	24	16	3	57
ROI issued, pending Complainant's action	18	18	11	17	8	73
Hearing	2979	3286	3236	2934	2523	2926
Final Action	153	444	714	731	468	710
Appeal with EEOC Office of Federal Operations	480	574	576	759	678	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 - 03/31/22
Pending Complaints Where Investigations Exceeds Required Time Frames	80	144	97	52	43	43