

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

Complaints by Issue 29 CFR §1614.704 (e)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					2023
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	Q1 (10/1/22-12/31/22)
Appointment/Hire	93	64	83	55	77	19
Assignment of Duties	239	356	298	254	242	64
Awards	8	18	5	18	17	3
Conversion to Full-time	1	1	0	2	2	0
Disciplinary Action						
Demotion	19	27	25	24	23	6
Reprimand	123	127	128	115	79	11
Suspension	128	110	93	80	86	27
Removal	92	126	90	58	61	11
Warning	151	202	199	147	233	76
Duty Hours	77	98	112	77	106	19
Performance Evaluation/Appraisal	341	265	328	272	284	78
Examination/Test	2	1	2	0	4	0
Harassment						
Non-Sexual	1631	1518	1760	1633	1881	457
Sexual	112	88	83	86	95	27
Medical Examination	4	12	12	4	8	4
Pay (Including Overtime)	145	140	172	154	187	50
Promotion/Non-Selection	384	373	391	355	340	101
Reassignment						
Denied	27	16	20	23	22	4
Directed	227	100	258	187	239	65
Reasonable Accommodation Disability	391	355	427	331	445	95
Reinstatement	0	1	2	0	3	0
Religious Accommodation	10	6	6	6	163	21
Retirement	46	116	48	41	48	20
Sex-Stereotyping	0	0	0	0	3	0
Telework	32	36	77	89	82	16
Termination	249	192	291	280	247	32
Terms/Conditions of Employment	60	39	45	36	26	11
Time and Attendance	332	381	446	389	391	120
Training	71	100	85	60	71	24
Other*	155	0	160	143	146	39

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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 an final action for:	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	149.6	135.9	126.2	123.5	225.8	195.6
Average number of days in final action stage	647.7	728.9	781.7	103	72.6	54
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	192.6	190.7	195	187.4	306.5	202.0
Average number of days in final action stage	6	8	7	6.5	6.8	4.7
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	211.6	206.7	202.3	198.2	241.9	188.1
Average number of days in final action stage	140	222	310	199.5	138.3	103.3

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Total Complaints Dismissed by Agency	496	574	572	595	511	107
Average days pending prior to dismissal	49.9	46.7	40.9	46.1	61.9	110.4

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Total Complaints Withdrawn by Complainants	208	174	188	197	215	51

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2018		2019		2020		2021		2022		2023 Q1 (10/1/22-12/31/22)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	33	100%	56	100%	73	100%	65	100%	63	100%	13	100%
Without Hearing	18	55%	29	52%	36	49%	44	68%	38	60%	11	85%
With Hearing	15	45%	27	48%	37	51%	21	32%	25	40%	2	15%

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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											
	2018		2019		2020		2021		2022		2023 Q1 (10/1/22-12/31/22)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	33	100%	56	100%	73	100%	65	100%	63	100%	13	0%
Appointment/Hire	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	1	2%	5	7%	1	2%	3	5%	1	8%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	1	1%	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%	1	2%	1	2%	0	0%
Suspension	0	0%	0	0%	4	5%	0	0%	0	0%	0	0%
Removal	0	0%	1	2%	3	4%	1	2%	1	2%	0	0%
Warning	0	0%	0	0%	7	9%	1	2%	2	3%	0	0%
Duty Hours	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	5%	7	9%	3	5%	0	0%	1	8%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	12	36%	13	23%	21	28%	15	23%	21	33%	2	15%
Sexual	2	6%	6	11%	6	8%	8	12%	8	13%	0	0%
Medical Examination	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	3%	2	4%	1	1%	4	6%	4	6%	0	0%
Promotion/Non-Selection	5	15%	5	9%	16	22%	11	17%	2	3%	1	8%
Reassignment												
Denied	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Directed	1	3%	4	7%	3	4%	1	2%	1	2%	0	0%
Reasonable Accommodation	9	27%	15	27%	11	15%	16	25%	20	32%	8	62%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	1	2%	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	1	3%	3	5%	2	3%	4	6%	4	6%	0	0%
Terms/Conditions of Employment	0	0%	3	5%	2	3%	0	0%	0	0%	0	0%
Time and Attendance	1	3%	3	5%	1	1%	4	6%	6	10%	1	8%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	8	24%	14	25%	20	27%	10	15%	11	17%	3	23%

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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											
	2018		2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	29	100%	36	100%	44	100%	38	100%	11	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	1	3%	1	3%	0	0%	2	5%	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%	1	2%	1	3%	0	0%
Suspension	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Removal	0	0%	1	3%	2	5%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	2	5%	1	2%	1	3%	0	0%
Duty Hours	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	10%	2	5%	1	2%	0	0%	1	9%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	17%	6	21%	6	16%	4	9%	9	24%	2	18%
Sexual	1	6%	4	14%	6	16%	6	14%	4	11%	0	0%
Medical Examination	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	6%	0	0%	0	0%	1	2%	3	8%	0	0%
Promotion/Non-Selection	1	6%	2	7%	6	16%	7	16%	0	0%	1	9%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	3	10%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	7	39%	11	38%	7	19%	14	32%	13	34%	6	55%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	1	3%	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	0	0%	1	3%	2	5%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	6%	2	7%	0	0%	2	5%	3	8%	1	9%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	6	33%	8	28%	10	28%	9	20%	10	26%	3	27%

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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											
	2018		2019		2020		2021		2022		2023 Q1 (10/1/22-12/31/22)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	100%	27	100%	37	100%	21	100%	25	100%	2	100%
Appointment/Hire	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	4	11%	1	5%	1	4%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	1	3%	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%	0	0%	0	0%
Suspension	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	1	3%	1	5%	1	4%	0	0%
Warning	0	0%	0	0%	5	14%	0	0%	1	4%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	5	14%	2	10%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	9	60%	7	26%	15	41%	11	52%	12	48%	0	0%
Sexual	1	7%	2	7%	0	0%	2	10%	4	16%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	2	7%	1	3%	3	14%	1	4%	0	0%
Promotion/Non-Selection	4	27%	3	11%	10	27%	4	19%	2	8%	0	0%
Reassignment												
Denied	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Directed	1	7%	1	4%	3	8%	1	5%	1	4%	0	0%
Reasonable Accommodation	2	13%	4	15%	4	11%	2	10%	7	28%	2	100%
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%	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	1	7%	2	7%	0	0%	4	19%	4	16%	0	0%
Terms/Conditions of Employment	0	0%	2	7%	2	5%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	4%	1	3%	2	10%	3	12%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	2	13%	6	22%	10	27%	1	5%	1	4%	0	0%

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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					
	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Total complaints from previous Fiscal Years	4332	4562	4458	3680	3553	5181
Total Complainants	3734	3955	3878	3255	3177	4609
Number complaints pending						
Investigation	8	24	16	3	4	548
ROI issued, pending Complainant's action	18	11	17	8	6	285
Hearing	3286	3236	2934	2523	2214	2651
Final Action	444	714	731	468	536	848
Appeal with EEOC Office of Federal Operations	574	576	759	678	793	849

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Pending Complaints Where Investigations Exceeds Required Time Frames	144	97	52	43	15	1