

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

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	6	4	8	3	4	0
Assignment of Duties	10	16	12	4	8	2
Awards	1	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	4	2	1	1	1
Reprimand	8	9	9	5	3	1
Suspension	4	8	4	0	5	1
Removal	9	14	9	1	3	1
Warning	19	11	18	7	10	2
Duty Hours	1	0	4	0	3	0
Performance Evaluation/Appraisal	15	18	19	17	13	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	111	83	100	54	83	13
Sexual	10	2	7	3	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	4	6	7	1	6	0
Promotion/Non-Selection	26	21	31	14	14	3
Reassignment						
Denied	2	3	0	3	3	0
Directed	13	8	1	3	4	1
Reasonable Accommodation Disability	41	38	44	17	29	9
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	1	0	0	3	1
Retirement	3	6	4	5	6	3
Sex-Stereotyping	0	0	0	0	0	0
Telework	5	6	7	0	6	1
Termination	20	8	20	15	7	1
Terms/Conditions of Employment	6	0	4	1	1	0
Time and Attendance	16	15	28	10	23	5
Training	5	10	6	4	4	0
Other*	12	0	11	8	6	2

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
The average length of time it has taken an agency to complete, respectively, investigation and final action for:						
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	143.0	120.9	116.1	108.4	177.8	175.2
Average number of days in final action stage	626.5	740.7	810.1	91.9	95.1	46.0
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	194.4	187.6	179.2	175.4	337.8	168.1
Average number of days in final action stage	4	6	11	6.2	13.3	3.3
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	203.7	201.9	203.5	202.3	224.0	197.0
Average number of days in final action stage	129	244	305	177.6	176.9	88.6

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	45	38	43	27	32	7
Average days pending prior to dismissal	46.44	63.3	30.5	46.96	42	69.8

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	14	10	13	16	9	8

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	2	100%	5	100%	2	100%	5	100%	4	100%	1	100%
Without Hearing	1	50%	2	40%	1	50%	5	100%	1	25%	1	100%
With Hearing	1	50%	3	60%	1	50%	0	0%	3	75%	0	0%

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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	0	0%	0	0%	2	100%	5	100%	4	100%	1	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	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%	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%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	1	20%	1	25%	0	0%
Sexual	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	1	20%	1	50%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	3	60%	1	50%	4	80%	2	50%	1	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	0	0%	1	20%	0	0%	0	0%	1	25%	0	0%
Terms/Conditions of Employment	0	0%	2	40%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	100%	1	20%	0	0%	0	0%	0	0%	0	0%

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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 Q1 (10/1/22-12/31/22)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	1	100%	2	100%	1	100%	5	100%	1	100%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	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%	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%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	2	100%	1	100%	4	80%	1	100%	0	0%
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	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	100%	1	50%	0	0%	0	0%	0	0%	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	289	308	289	215	187	253
Total Complainants	256	272	251	196	171	225
Number complaints pending						
Investigation	0	1	2	1	0	12
ROI issued, pending Complainant's action	2	2	0	1	0	11
Hearing	200	199	177	138	102	120
Final Action	38	56	48	31	28	46
Appeal with EEOC Office of Federal Operations	49	50	62	44	57	64

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	6	5	7	1	0	0