

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
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>	2018	2019	2020	2021	2022	2023 Q1 (10/1/22-12/31/22)
Appointment/Hire	79	55	65	50	68	18
Assignment of Duties	214	311	275	245	225	61
Awards	6	16	5	17	17	3
Conversion to Full-time	1	1	0	2	2	35
Disciplinary Action						
Demotion	18	23	23	22	22	5
Reprimand	106	110	112	106	70	9
Suspension	121	99	88	78	78	72
Removal	83	111	73	53	56	10
Warning	124	175	173	129	219	72
Duty Hours	76	97	106	76	100	19
Performance Evaluation/Appraisal	301	229	290	239	259	73
Examination/Test	2	1	2	0	4	0
Harassment						
Non-Sexual	1449	1344	1584	1512	1710	431
Sexual	97	81	72	80	90	26
Medical Examination	4	12	12	4	8	4
Pay (Including Overtime)	138	128	161	148	179	47
Promotion/Non-Selection	347	333	344	317	308	92
Reassignment						
Denied	22	12	20	19	17	4
Directed	210	89	253	182	232	63
Reasonable Accommodation Disability	328	292	358	306	400	83
Reinstatement	0	1	2	0	2	0
Religious Accommodation	7	4	6	6	160	20
Retirement	41	104	43	34	38	17
Sex-Stereotyping	0	0	0	0	2	0
Telework	21	24	64	85	73	14
Termination	226	182	263	258	232	31
Terms/Conditions of Employment	54	36	38	34	25	11
Time and Attendance	302	344	408	373	360	111
Training	61	81	71	55	66	24
Other*	138	0	138	128	140	37

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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 an final action for:						
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	148.6	133.2	122.4	124.3	229.4	196
Average number of days in final action stage	650.3	732.2	778.5	101.8	70.7	53.7
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	191.6	190.8	196.2	188.6	302.6	202.6
Average number of days in final action stage	6	9	13	6.5	6.6	4.7
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	212.6	207.6	202.5	198.4	243.8	187.9
Average number of days in final action stage	142	227	310	197.1	134.8	102.6

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	421	500	498	543	463	89
Average days pending prior to dismissal	50.84	46	41.59	45.9	51.3	105.6

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	187	155	163	175	194	48

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	30	100%	48	100%	69	100%	58	100%	55	100%	11	100%
Without Hearing	16	53%	25	64%	35	51%	37	64%	35	64%	10	91%
With Hearing	14	47%	23	59%	34	49%	21	36%	20	36%	1	9%

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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	30	100%	48	100%	69	100%	58	100%	55	100%	11	100%
Appointment/Hire	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	1	2%	4	6%	1	2%	3	5%	1	9%
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%	3	4%	0	0%	0	0%	0	0%
Removal	0	0%	1	2%	2	3%	1	2%	1	2%	0	0%
Warning	0	0%	0	0%	5	7%	0	0%	1	2%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	6%	5	7%	2	3%	0	0%	1	9%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	11	37%	12	25%	19	28%	14	24%	19	35%	1	9%
Sexual	1	3%	4	8%	6	9%	8	14%	7	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	7%	4	7%	0	0%
Promotion/Non-Selection	5	17%	4	8%	14	20%	11	19%	2	4%	1	9%
Reassignment												
Denied	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Directed	1	3%	4	8%	1	1%	1	2%	1	2%	0	0%
Reasonable Accommodation	9	30%	10	21%	10	14%	11	19%	17	31%	7	64%
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%	1	2%	2	3%	4	7%	3	5%	0	0%
Terms/Conditions of Employment	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	3%	2	4%	1	1%	4	7%	6	11%	1	9%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	7	23%	13	27%	20	29%	10	17%	11	20%	3	27%

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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	16	100%	25	100%	35	100%	37	100%	35	100%	10	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	1	4%	1	3%	0	0%	2	6%	1	10%
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	3%	1	3%	0	0%
Suspension	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Removal	0	0%	1	4%	2	6%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	12%	2	6%	0	0%	0	0%	1	10%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	19%	5	20%	6	17%	3	8%	9	26%	1	10%
Sexual	1	6%	3	12%	6	17%	6	16%	3	9%	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	3%	3	9%	0	0%
Promotion/Non-Selection	1	6%	1	4%	6	17%	7	19%	0	0%	1	10%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	3	12%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	7	44%	8	32%	6	17%	9	24%	12	34%	6	60%
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%	0	0%	2	6%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	6%	1	4%	0	0%	2	5%	3	9%	1	10%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Other	5	31%	7	28%	10	29%	9	24%	10	29%	3	30%

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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	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	14	100%	23	100%	34	100%	21	100%	20	100%	1	100%
Appointment/Hire	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	3	9%	1	5%	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%	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%	2	6%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	1	5%	1	5%	0	0%
Warning	0	0%	0	0%	3	9%	0	0%	1	5%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	3	9%	2	10%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	8	57%	7	30%	13	38%	11	52%	10	50%	0	0%
Sexual	0	0%	1	4%	0	0%	2	10%	4	20%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	2	9%	1	3%	3	14%	1	5%	0	0%
Promotion/Non-Selection	4	29%	3	13%	8	24%	4	19%	2	10%	0	0%
Reassignment												
Denied	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Directed	1	7%	1	4%	1	3%	1	5%	1	5%	0	0%
Reasonable Accommodation	2	14%	2	9%	4	12%	2	10%	5	25%	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	1	7%	1	4%	0	0%	4	19%	3	15%	0	0%
Terms/Conditions of Employment	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	4%	1	3%	2	10%	3	15%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	2	14%	6	26%	10	29%	1	5%	1	5%	0	0%

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Pending Complaints Filed in Previous Fiscal Years by Status 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	3804	3989	3907	3247	3171	4683
Total Complainants	3273	3457	3395	2864	2837	4169
Number complaints pending						
Investigation	6	19	11	2	1	503
ROI issued, pending Complainant's action	14	8	15	7	5	263
Hearing	2909	2844	2587	2237	1999	2415
Final Action	382	627	650	414	480	769
Appeal with EEOC Office of Federal Operations	492	491	644	587	686	733

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	129	83	40	40	13	1