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

		C	omparative	Data (Sec.	1614.705)							
Complaint Activity		Previous Fiscal Year Data										
29 CFR §1614.704 (a), (b), and (c)	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)						
Number of Complaints Filed	159	177	106	136	113	135						
Number of Complainants	151	168	98	132	112	132						
Repeat Filers	10	14	10	4	1	2						

Complaints by Basis		С	omparative	Data (Sec.	1614.705)						
29 CFR §1614.704 (d)	Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)					
Race	62	64	39	48	39	38					
Color	6	3	1	7	3	6					
Religion	3	3	2	8	5	3					
Reprisal	62	85	47	54	42	59					
Sex	53	41	25	36	24	30					
Pregnancy Discrimination Act	0	0	1	0	1	0					
National Origin	8	11	5	5	2	5					
Equal Pay Act	0	0	0	0	0	0					
Age	44	41	28	35	31	23					
Disability	80	100	47	66	53	64					
GINA	1	0	0	1	0	0					
Non-EEO basis	0	0	0	0	0	0					

Complaint Activity

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Complaints by Issue		Co	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (e)			Previous	Fiscal Year	Data	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)
Appointment/Hire	4	8	3	4	3	8
Assignment of Duties	16	12	4	8	10	12
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	2	1	1	1	2
Reprimand	9	9	5	3	3	5
Suspension	8	4	0	5	3	5
Removal	14	9	1	3	3	4
Warning	11	18	7	10	10	14
Duty Hours	0	4	0	3	0	2
Performance Evaluation/Appraisal	18	19	17	13	13	22
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	83	100	54	83	58	64
Sexual	2	7	3	1	1	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	6	7	1	6	8	4
Promotion/Non-Selection	21	31	14	14	23	25
Reassignment						
Denied	3	0	3	3	3	3
Directed	8	1	3	4	6	1
Reasonable Accommodation Disability	38	44	17	29	29	21
Reinstatement	0	0	0	1	0	0
Religious Accommodation	1	0	0	3	1	0
Retirement	6	4	5	6	2	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	6	7	0	6	2	3
Termination	8	20	15	7	13	13
Terms/Conditions of Employment	0	4	1	1	1	4
Time and Attendance	15	28	10	23	22	13
Training	10	6	4	4	4	4
Other*	0	11	8	6	3	3

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

Processing Time		Comparative Data (Sec. 1614.705)								
29 CFR §1614.704(f)	Previous Fiscal Year Data									
The average length of time it has taken an agency to complete, respectively, investigation and final action for:	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)				
Complaints pending (for any length of time) during fiscal year	r									
Average number of days in investigation stage	120.9	116.1	108.4	177.8	192.8	231.5				
Average number of days in final action stage	740.7	810.1	91.9	95.1	46.4	43.7				
Complaints pending during fiscal year where hearing was req	uested									
Average number of days in investigation stage	187.6	179.2	175.4	337.8	190.3	193.0				
Average number of days in final action stage	6	11	6.2	13.3	4.3	3.2				
Complaints pending during fiscal year where hearing was not	requested									
Average number of days in investigation stage	201.9	203.5	202.3	224.0	174.6	206.1				
Average number of days in final action stage	244	305	177.6	176.9	88.5	84.2				

		C	omparative	Data (Sec.	1614.705)				
Complaints Dismissed by Agency	Previous Fiscal Year Data								
29 CFR §1614.704 (g)	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)			
Total Complaints Dismissed by Agency	38	43	27	32	16	20			
Average days pending prior to dismissal	63.3	30.5	46.96	42	78.31	70.7			

		С	omparative	Data (Sec.	1614.705)	
Complaints Withdrawn by Complainants			Previous	Fiscal Year	Data	
29 CFR §1614.704 (h)	2019	2020	2021	2022	2023	2024
	2019	2020	2021	2022	2023	(10/1/23-6/30/24)
Total Complaints Withdrawn by Complainants	10	13	16	9	13	10

Total Final Actions Finding Discrimination		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										
29 CFR §1614.704 (i)	20	2019 2020			0 2021			2022		23	20: (10/1/23-	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5	100%	2	100%	5	100%	4	100%	3	100%	0	0%
Without Hearing	2	2 40% 1 50% 5 100% 1 25% 2 100%							0	0%		
With Hearing	3	60%	1	50%	0	0%	3	75%	1	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.	20	19	2020			2021		22	2023		2024 (10/1/23-6/30/24)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5	100%	2	100%	5	100%	4	100%	3	100%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	2	40%	1	50%	2	40%	1	25%	0	0%	0	0%
Sex	1	20%	0	0%	0	0%	2	50%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	1	25%	0	0%	0	0%
Disability	2	40%	1	50%	4	80%	3	75%	3	100%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

Findings of Discrimination Rendered by Basis		Comparative Data (Sec. 1614.705)										
29 CFR §1614.704 (j)(2)		Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.	2019		2020		2021		2022		2023		2024 (10/1/23-6/30/24)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	2	100%	1	100%	5	100%	1	100%	2	100%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	1	50%	0	0%	2	40%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	1	50%	1	100%	4	80%	1	100%	2	100%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.	20	19	20	20	2021		2022		2023		2024 (10/1/23-6/30/24)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	5	100%	1	100%	0	0%	3	100%	1	100%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	1	33%	1	100%	0	0%	1	33%	0	0%	0	0%
Sex	1	33%	0	0%	0	0%	2	67%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%
Disability	1	33%	0	0%	0	0%	2	67%	1	100%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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					Co	omparative Data (Se	ec. 1614.705)												
Findings of Discrimination Rendered by Issue						Previous Fiscal Yo	ear Data				2024								
29 CFR §1614.704 (k)(1)	2019		2020		2021		2022		2023		2024 (10/1/23-6/30/24)								
	#	%	#	%	#	%	#	%	#	%	#	%							
Total Number Findings	C	0%	2	100%	5	100%	4	100%	3	100%	0	0%							
Appointment/Hire	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Assignment of Duties	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Awards	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Conversion to Full-time	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Disciplinary Action																			
Demotion	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Reprimand	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Suspension	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Removal	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Warning	C	0%	0	0%	1	20%	0	0%	0	0%	0	0%							
Duty Hours	C	0%	0	0%	0	0%	0	0%	0	0%	0	-,-							
Evaluation Appraisal	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Examination/Test	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Harassment																			
Non-Sexual	C	0%	0	0%	1	20%	1	25%	0	0%	0	0%							
Sexual	1	. 20%	0	0%	0	0%	0	0%	0	0%	0	0%							
Medical Examination	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Pay (Including Overtime)	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Promotion/Non-Selection	1	. 20%	1	50%	0	0%	0	0%	0	0%	0	0%							
Reassignment																			
Denied	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Directed	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Reasonable Accommodation	3	60%	1	50%	4	80%	2	50%	3	100%	0	0,0							
Reinstatement	C	0%	0	0%	0	0%	0	0%	0	0%	0	0,0							
Religious Accommodation	C	0%	0	0%	0	0%	0	0%	0	0%	0								
Retirement	C	0%	0	0%	0	0%	0	0%	0	0%	0	0,0							
Sex-Stereotyping	C	0%	0	0%	0	0%	0	0%	0	0%	0	0,0							
Telework	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%							
Termination	1	. 20%	0	0%	0	0%	1	25%	1	33%	0	0%							
Terms/Conditions of Employment	2	40%	0	0%	0	0%	0	0%	0	0%	0	0%							
Time and Attendance	1	. 20%	0	0%	0	0%	0	0%	0	0%	0	0%							
Training	C	0%	0	0%	0	0%	0	0%	0	0%	0	0,0							
Other	1	. 20%	0	0%	0	0%	0	0%	0	0%	0	0%							

Complaint Activity

					С	omparative Data (Se	ec. 1614.705)			2024									
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data																			
29 CFR §1614.704 (k)(2)	2019		20	2020		2021		2022		2023		2024 (10/1/23-6/30/24)								
	#	%	#	%	#	%	#	%	#	%	#	%								
Findings Without Hearing	2	100%	1	100%	5	100%	1	100%	2	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%	1	20%	0	0%	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%	1	20%	0	0%	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	1	50%	0	0%	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	2	100%	1	100%	4	80%	1	100%	2	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	1	50%	0	0%	0	0%	0	0%	1	50%	0	0,0								
Terms/Conditions of Employment	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%								
Time and Attendance	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%								
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0									
Other	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%								

		Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data												
29 CFR §1614.704 (k)(3)	2019		2020		2021		2022		2023		2024 (10/1/23-6/30/24)		
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	3	100%	1	100%	0	0%	3	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%	
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%	0	0%	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	33%	0	0%	0	0%	
Sexual	1	33%	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	100%	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	1	33%	0	0%	0	0%	1	33%	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%	0	0%	0	0%	1	33%	0	0%	0	0%	
Terms/Conditions of Employment	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	

	Comparative Data (Sec. 1614.705)									
Pending Complaints Filed in Previous Fiscal Years by	Previous Fiscal Year Data									
Status29 CFR §1614.704 (I)	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)				
Total complaints from previous Fiscal Years	308	289	215	187	180	121				
Total Complainants	272	251	196	171	168	116				
Number complaints pending										
Investigation	1	2	1	0	0	2				
ROI issued, pending Complainant's action	2	0	1	0	0	1				
Hearing	199	177	138	102	93	58				
Final Action	56	48	31	28	28	28				
Appeal with EEOC Office of Federal Operations	50	62	44	57	59	32				

	Comparative Data (Sec. 1614.705)								
Complaint Investigations	Previous Fiscal Year Data								
29 CFR §1614.704 (m)	2019	2020	2021	2022	2023	2024 (10/1/23-6/30/24)			
Pending Complaints Where Investigations Exceeds Required Time Frames	5	7	1	0	0	1			