Comparative Data (Sec. 1614.705)	
Previous Fiscal Year Data	

Complaints by Basis		C	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
Race	62	64	39	48	39	54
Color	6	3	1	7	3	8
Religion	3	3	2	8	5	3
Reprisal	62	85	47	54	42	79
Sex	53	41	25	36	24	44
Pregnancy Discrimination Act	0	0	1	0	1	1
National Origin	8	11	5	5	2	9
Equal Pay Act	0	0	0	0	0	C
Age	44	41	28	35	31	33
Disability	80	100	47	66	53	90
GINA	1	0	0	1	0	0

Complaint Activity

29 CFR §1614.704 (a), (b), and (c)

Number of Complaints Filed

Number of Complainants

Repeat Filers

Non-EEO basis

Department of Veterans Affairs

Equal Employment Opportunity data Posted Pursuant to the No FEAR Act: Complaint Activity

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
Appointment/Hire	4	8	3	4	3	12
Assignment of Duties	16	12	4	8	10	15
Awards	0	0	0	0	0	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	4	2	1	1	1	3
Reprimand	9	9	5	3	3	10
Suspension	8	4	0	5	3	8
Removal	14	9	1	3	3	6
Warning	11	18	7	10	10	18
Duty Hours	0	4	0	3	0	3
Performance Evaluation/Appraisal	18	19	17	13	13	31
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	83	100	54	83	58	101
Sexual	2	7	3	1	1	2
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	6	7	1	6	8	7
Promotion/Non-Selection	21	31	14	14	23	41
Reassignment						
Denied	3	0	3	3	3	4
Directed	8	1	3	4	6	4
Reasonable Accommodation Disability	38	44	17	29	29	33
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	5
Termination	8	20	15	7	13	18
Terms/Conditions of Employment	0	4	1	1	1	10
Time and Attendance	15	28	10	23	22	19
Training	10	6	4	4	4	10
Other*	0	11	8	6	3	13

Processing Time		Co	omparative	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
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	209.9
Average number of days in final action stage	740.7	810.1	91.9	95.1	46.4	45.6
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	214.3
Average number of days in final action stage	6	11	6.2	13.3	4.3	3.8
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	199.3
Average number of days in final action stage	244	305	177.6	176.9	88.5	87.4

Complaints Dismissed by Agency		C	omparative	Data (Sec.	1614.705)						
29 CFR §1614.704 (g)	Previous Fiscal Year Data										
29 CFR 91014.704 (g)	2019	2020	2021	2022	2023	2024					
Total Complaints Dismissed by Agency	38	43	27	32	16	21					
Average days pending prior to dismissal	63.3	30.5	46.96	42	78.31	150.8					

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)		C	omparative	Data (Sec.	1614.705)					
	Previous Fiscal Year Data									
	2019	2020	2021	2022	2023	2024				
Total Complaints Withdrawn by Complainants	10	13	16	9	13		14			

Total Final Actions Finding Discrimination		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
29 CFR §1614.704 (i)	2019		20	20		2021	20)22	2023		202	24	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	5	100%	2	100%	5	100%	4	100%	3	100%	0	0%	
Without Hearing	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	2022		2023		20)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%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	20	2019		20		2021	2022		2023		2024		
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	20	22	20	23	20)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%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue						Previous Fiscal Yo	ear Data					
29 CFR §1614.704 (k)(1)	20)19	20	20		2021	202	22	20)23	202	24
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	2	100%	5	100%	4	100%	3	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%	1	25%	0	0%	0	0%
Sexual	1	20%	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	20%	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	3	60%	1	50%	4	80%	2	50%	3	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	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	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%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	ear Data					
29 CFR §1614.704 (k)(2)	20	19	20	20		2021	20:	22	2023		20	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%
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%
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	0%
Other	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%

Veterans	Benetits	Administration

	Comparative Data (Sec. 1614.705)												
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data												
29 CFR §1614.704 (k)(3)	2019		20	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%	#	%	
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	0%	
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0,11	
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	0,0	
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	-,-	
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	0,11	
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) Previous Fiscal Year Data								
Pending Complaints Filed in Previous Fiscal Years by									
Status29 CFR §1614.704 (I)	2019	2020	2021	2022	2023	2024			
Total complaints from previous Fiscal Years	308	289	215	187	180	104			
Total Complainants	272	251	196	171	168	101			
Number complaints pending									
Investigation	1	2	1	0	0	0			
ROI issued, pending Complainant's action	2	0	1	0	0	0			
Hearing	199	177	138	102	93	53			
Final Action	56	48	31	28	28	21			
Appeal with EEOC Office of Federal Operations	50	62	44	57	59	24			

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