



THE SECRETARY OF VETERANS AFFAIRS  
WASHINGTON

April 14, 2016

**MEMORANDUM FOR UNDER SECRETARIES, ASSISTANT SECRETARIES, AND  
OTHER KEY OFFICIALS**

**SUBJECT:** Delegation of Authority for Disciplinary Actions

**1. DELEGATION.** Authority is hereby delegated to the Deputy Secretary to take appropriate action when a finding of intentional discrimination or retaliation is made within the Department against a Senior Executive Service or Title 38 Senior Executive Equivalent employee. The Chief of Staff is delegated the authority to take all other appropriate action when a finding of intentional discrimination or retaliation is made within the Department against a non-Senior Executive Service or a non-Title 38 Senior Executive Equivalent employee.

**2. AUTHORITY.** 38 U.S.C. § 512; 38 U.S.C. § 516(d)

**3. RESTRICTIONS.** None. This delegation cancels and supersedes all previous delegations of authority that may conflict with this delegation.

**4. REDELEGATION.** Neither the Deputy Secretary nor the Chief of Staff may further delegate this authority.

**5. EFFECTIVE DATE.** This delegation of authority is effective upon signature and will expire 2 years after the date delegated.

A handwritten signature in blue ink, appearing to read "Robert A. McDonald".

Robert A. McDonald