29 CFR §1614.704(a) - (c)	29 CFR	§1614.705	Comp	arative	Data	
Complaint Activity	Pre	vious Fis	cal Yea	ar Data		2008 Q3
Complaint Activity	2003	2004	2005	2006	2007	
Number of Complaints Filed in FY 1614.704(a)	138	119	140	114	117	114
Number of Complainants 1614.704(b)	130	112	126	107	106	105
Repeat Filers 1614.704(c)	8	7	14	6	8	11

29 CFR §1614.704(d)	29 CFR §	29 CFR §1614.705 Comparative Data								
Complaints by Basis	Pre	vious Fis	cal Yea	ar Data		2008 Q3				
Complaints by Basis	2003	2004	2005	2006	2007					
Race	106	45	58	96	75	71				
Color	2	7	2	3	1	10				
Religion	2	1	2	2	2	4				
Reprisal	76	55	36	58	90	77				
Sex	52	30	48	61	57	61				
National Origin	13	7	4	11	8	4				
Equal Pay Act						0				
Age	45	30	44	48	84	42				
Disability	47	21	33	49	93	56				
Other	0	0	2	4	2	0				
Non-EEO										

29 CFR §1614.704(e)	29 CFR §	1614.705	Comp	arative	Data	
Commisints by Issue	Pre	vious Fisc	cal Yea	ar Data		2008 Q3
Complaints by Issue	2003	2004	2005	2006	2006	
Appointment/Hire	7	1	2	14	10	5
Assignment of Duties	10	15	8	16	6	6
Awards	3	4	4	3	4	4
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	37	32	29	43	27	22
Demotion	1	4	2	0	0	0
Reprimand	7	0	3	7	3	2
Suspension	5	6	10	1	6	6
Removal	19	14	2	0	6	4
Other	5	8	12	35	12	10
Duty Hours	0	2	0	7	0	2
Evaluation Appraisal	6	10	2	8	9	4
Examination/Test	0	3	0	0	0	0
Harassment	111	65	34	109	93	40
Non-Sexual	107	60	33	102	90	34
Sexual	4	5	1	7	3	6
Medical Examination	2	0	0	0	0	0
Pay (Including Overtime)	6	3	1	2	3	0
Promotion/Non-Selection	23	50	55	67	50	56
Reassignment	11	0	4	6	2	2
Denied						
Directed						
Reasonable Accommodation	15	8	11	9	13	10
Reinstatement	0	0	1	0	1	0
Retirement	0	0	3	4	3	1
Termination	0	0	7	12	25	11
Terms/Conditions of Employment	7	6	3	2	2	1
Time and Attendance	14	4	12	8	5	6
Training	7	0	5	1	2	4
Other	0	0	0	0	27	24

Processing Time "post the average length of time i	t takes to					CFR §1						Num.	Ave.
complete each step of the process for every complain					Prev	ious Fisc	al Yea	r Data				Nulli.	Days
pending during any time of the then fiscal year		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave.D avs	Num.	Ave.D avs		8 Q3
		2003		200		200		200		200		200	J 40
All complaints pending in Investigative Stage	1614.704	84	130	39	66	69	114	44	151	25	145	42	108
All complaints pending in Final Agency Action Stage	(f) (1)	236	418	42	369	16	70	10	756	16	468	10	362
All complaints pending in which Hearing was not	1614.704	NA	NA	25	298	42	144						
requested	(f) (2)							9	749	18	256	28	230
Time in Investigation Stage		NA	NA	25	222	42	72	9	211	18	189	28	170
Time to issue Final Agency Action		NA	NA	25	76	42	70	33	64	18	67	28	*60
All complaints pending in which a Hearing was requested	1614.704	NA	NA	22	244	27	693						
	(f) (3)							49	550	18	245	11	200
Time in Investigation Stage		NA	NA	22	225	27	76	49	215	18	229	11	192
Time to issue Final Agency Action		NA	NA	22	19	27	10	28	11	18	16	11	8

^{*} This figure includes the average delay getting the file to Department's adjudication office (OEDCA) in VA's Central Office of 12 days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 47 days.

29 CFR §1614.704(g)	29 CFR §	§1614.705	Comp	arative	Data	
Complaints Dismissed by Agency Pursuant to	Pre	vious Fis	cal Yea	ar Data		2008 Q3
1614.107(a)	2003	2004	2005	2006	2007	
Total Complaints Dismissed by Agency	30	27	27	13	25	12
Average days pending prior to dismissal	58.8	599	69.7	49.5	41.8	32.25

29 CFR §1614.704(h)	29 CFR §	§1614.705	Comp	arative	Data	
	Pre	Previous Fiscal Year Data				
Complaints Withdrawn by Complainants (h)	2003	2004	2005	2006	2007	
Total Compaints Withdrawn by Complainants	16	10	12	15	13	9

29 CFR §1614.704(i)		29 CFR §1614.705 Comparative Data										
		Previous Fiscal Year Data										8 Q3
Total Final Agency Actions Finding Discrimination	20	03	20	004	2	005	2	006	2	007		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	1		1		3		1		1		1	
Without Hearing 704(i)(2)	0	0%	0	0%	1	33%	1	100%	0	0%	1	100%
With Hearing 704(i)(3)	1	100%	1	100%	2	67%	0	0%	1	100%	0	0%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data											8 Q3
Findings of Discrimination Rendered by Basis	2003		2	2004		2005		006	006 200			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)	1		1		3		1		1		1	100%
Race	1	100%	1	100%					1	100%		
Color												
Religion												
Reprisal			1	100%	1	33%			1	100%		
Sex					1	33%						
National Origin												
Equal Pay Act												
Age					1	33%						
Disability					1	33%	1	100%		•	1	100%
Non EEO												

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data										•	
						cal Year D					2008 Q	
Findings of Discrimination Rendered by Basis	2003		2	2004		2005		006	20	007		
-	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings Without Hearing 704(j)(2)	0		0		1		1		0	0%	1	100%
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability					1	100%	1	100%			1	100%
Non EEO												

29 CFR §1614.704(j)				29 (CFR §1	1614.704(i	i)						
				Previo	us Fis	cal Year [Data				200	8 Q3	
Findings of Discrimination Rendered by Basis	2003		20	2004		2005		006	2007				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(j)(1)	1		1		3		1		1		1	100%	
Number Findings Rendered	1		1		2		0				0	0%	
After Hearing 704(j)(3)									1	100%			
Race	1	100%	1	100%					1	100%			
Color													
Religion													
Reprisal			1	100%	1	100%			1	100%			
Sex					1	100%							
National Origin													
Equal Pay Act													
Age					1	100%							
Disability													
Non EEO													

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
				Previo	us Fis	cal Year D	ata				200	8 Q3
Findings of Discrimination Rendered by Issue	20	003	20	004	2	2005	2	006	2	007		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	1		1		3		1		1		1	100%
Appointment/Hire												
Assignment of Duties			1	100%								
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection			1	100%	2	67%			1	100%		
Reassignment												
Denied												
Directed												
Reasonable Accommodation					1	33%	1	100%			1	100%
Reinstatement												
Retirement												
Termination	1	100%										
Terms/Conditions of Employment												<u> </u>
Time and Attendance												
Training												
Other												

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
				Previo	us Fis	cal Year D	ata				200	8 Q3
Findings of Discrimination Rendered by Issue	200	03	20	004	2	2005	2	006	2	007		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings Without Hearing - 704(k)(2)	0		0		1		1		0	0%	1	100%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation					1	100%	1				1	100%
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data									2008 Q3		
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	1		1		3		1		1		1	100%
Findings After Hearing 704(k)(3)	1		1		2		0		1	100%	0	0%
Appointment/Hire												
Assignment of Duties			1	100%								
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection			1	100%	2	67%			1	100%		
Reassignment												
Denied												
Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination	1	100%										
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

29 CFR §1614.704(I)	29 CFR §					
Complaints Pending From Previous Fiscal Years by	Pre	vious Fis	cal Yea	ar Data		2008 Q3
Status	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years 704(I)(1)	249	79	52	43	43	55
Total Complainants 704(I)(2)	NA*	67	47	40	42	51
Number complaints pending: 704(I)(3)						
Investigation	84	0	0	3	0	0
ROI issued, pending Complainant's action	NA*	5	2	1	0	0
Hearing	125	65	43	31	36	50
Final Agency Action	18	9	7	8	6	4
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA*	NA*	NA	1
*Do not track						

29 CFR §1614.704(m) 29 CFR §1614.705 Comparative Data						
Complaint Investigations	Pre	2008 Q3				
Complaint investigations	2003	2004	2005	2006	2007	
Number Pending Completion of Investigation	139	39	36	14	25	42
Pending Investigations Over Required Time Frames	NA*	4	1	4	6	1