29 CFR §1614.704(a) - (c)	29 (29 CFR §1614.705 Comparative Da								
Complaint Activity	Pr	Previous Fiscal Year Data								
Complaint Activity	2003	2004	2005	2006	2007	Q3				
Number of Complaints Filed in FY 1614.704(a)	2033	2011	1903	1837	1705	1390				
Number of Complainants 1614.704(b)	1839	1831	1749	1681	1566	1304				
Repeat Filers 1614.704(c)	161	180	154	134	118	78				

29 CFR §1614.704(d)	29 (CFR §1614	FR §1614.705 Comparative Data									
Complaints by Basis	Pr	evious Fis	scal Yea	r Data		2008						
	2003	2004	2005	2006	2006	Q3						
Race	1146	1146 643 676 1172 1105										
Color	101	101 71 39 67 104										
Religion	31	99	51	53	88	133						
Reprisal	1123	688	635	1264	1167	1089						
Sex	813	506	428	852	793	712						
National Origin	208	96	124	326	235	64						
Equal Pay Act						18						
Age	487	471	373	812	609	543						
Disability	797	797 420 467 859 73										
Other	0	0 0 0 0 86										
Non-EEO												

29 CFR §1614.704(e)	29 C	29 CFR §1614.705 Comparative Data										
Complaints by Issue	Pre	vious Fis	cal Yea	r Data		2008						
Complaints by local	2003	2004	2005	2006	2007	Q3						
Appointment/Hire	97	100	60	193	98	69						
Assignment of Duties	230	154	143	267	133	117						
Awards	30	23	21	45	42	25						
Conversion to Full-time	1	4	6	7	3	1						
Disciplinary Action	506	500	318	483	376	213						
Demotion	14	10	7	2	14	7						
Reprimand	63	48	45	79	64	41						
Suspension	77	86	80	192	116	76						
Removal	238	181	85	0	71	37						
Other	114	175	101	210	111	52						
Duty Hours	66	60	51	129	46	48						
Evaluation Appraisal	74	64	55	155	113	94						
Examination/Test	5	6	5	4	1	1						
Harassment	1584	1039	701	1732	1446	994						
Non-Sexual	1497	994	648	1652	1325	956						
Sexual	87	45	53	80	121	38						
Medical Examination	4	1	6	14	15	7						
Pay (Including Overtime)	30	51	83	127	122	93						
Promotion/Non-Selection	287	619	382	750	587	423						
Reassignment	106	0	84	171	101	51						
Denied												
Directed												
Reasonable Accommodation	126	82	110	147	77	78						
Reinstatement	13	5	2	1	1	2						
Retirement	17	12	31	46	33	10						
Termination	44	5	138	236	162	104						
Terms/Conditions of Employment	169	171	62	99	56	28						
Time and Attendance	261	41	168	297	199	144						
Training	79	66	54	86	58	35						
Other	0	0	0	0	335	256						

29 CFR §1614.704(f) Processing Time "post the average length of time it				P	reviou	ıs Fisca	l Year	Data				Num.	Ave.
complete each step of the process for every complain pending during any time of the then fiscal year.		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	2008 Q	3
ponumy daning any amo or ano anon-noodi your		200		200		200		200		200		2000 Q	•
All complaints pending in Investigative Stage	1614.704	944	129.7	687	73	1154	132	823	177	401	119	514	120
All complaints pending in Final Agency Action Stage	(f) (1)	236	212	584	399	641	78	94	605	178	440	149	392
All complaints pending in which Hearing was not requested	1614.704	NA	NA	554	313	641	238						
	(f) (2)							395	296	388	285	358	276
Time in Investigation Stage		NA	NA	554	226	641	160	395	223	388	219	358	199
Time to issue Final Agency Action		NA	NA	554	77	641	78	395	73	388	66	358	77*
All complaints pending in which a Hearing was requested	1614.704	NA	NA	492	238	513	168						
· · · · · · · · · · · · · · · · · · ·	(f) (3)							338	224	295	235	197	211
Time in Investigation Stage		NA	NA	492	221	513	160	338	213	295	222	197	203
Time to issue Final Agency Action		485	19	492	17	513	8	338	11	295	13	197	8

^{*} This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 15 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 62 days.

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Dat							
Complaints Dismissed by Agency Pursuant to	Pre		2008					
1614.107(a)	2003	2004	2005	Year Data 2006 2007		Q3		
Total Complaints Dismissed by Agency	409	433	465	377	373	229		
Average days pending prior to dismissal	86.7	72.8	59	52.9	545	54.92		

29 CFR §1614.704(h)	29 CFR	§1614.705	Compa	arative I	Data	2008
	Pre	evious Fis	scal Yea	r Data		Q3
Complaints Withdrawn by Complainants	2003	2004	2005	2006	2007	
Total Complaints Withdrawn by Complainants	268	200	122			

29 CFR §1614.704(i)				29 CF	R §16	14.705 C	ompa	rative Da	ata			
			Pr	evious	Fiscal	Year Da	ata				2	008 Q3
Total Final Agency Actions Finding Discrimination	2003 2004 2005 2006 2007						200			000 Q3		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	40		34		29		17		32		14	100%
Without Hearing 704(h)(2)	10	25%	13	38%	11	38%	5	29%	5	16%	6	43%
With Hearing 704(h)(3)	30	75%	21	62%	18	62%	12	71%	27	84%	8	57%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data										29 CFR §1614.704(j) 29 CFR §1614.705 Comparative Data					
	Previous Fiscal Year Data											2008 Q3				
Findings of Discrimination Rendered by Basis	20	2003		2004		2005		006	006 20		2007		20	006 Q3		
	#	%	#	%	#	%	#	%	#	%	#	%				
Total Number Findings 704(j)(1)	40		34		29		17		32		14	100%				
Race	6	15%	10	29%	6	21%	1	6%	8	25%	4	29%				
Color	1	3%			2	7%			1	3%	1	7%				
Religion	3	8%							1	3%						
Reprisal	14	35%	12	35%	9	31%	5	31%	10	31%	8	57%				
Sex	10	24%	6	18%	7	24%	5	31%	4	13%	2	14%				
National Origin	2	5%	1	3%	2	7%			2	6%	1	7%				
Equal Pay Act	7	18					1	6%	2	6%						
Age	4	10%	2	6%			3	19%			1	7%				
Disability	10	25%	15	44%	8	28%	6	38%	11	32%	1	7%				
Non-EEO																

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
			2(008 Q3								
Findings of Discrimination Rendered by Basis	2003		2004		2005		2	006	20	007	20	100 Q3
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Renderec	30		21		18		12		27	84%	8	57%
After Hearing 704(j)(3)											3	75%
Race	4	67%	10	100%	6	100%	1	100%	8	100%		
Color	1	100%			2	100%			1	100%		
Religion	1	33%							1	100%		
Reprisal	11	79%	8	75%	7	78%	5	100%	10	100%	4	50%
Sex	5	50%	4	67%	5	71%	4	80%	4	100%		
National Origin	1	50%	1	100%	2	100%			2	100%		
Equal Pay Act	7	100							2	100%		
Age	2	50%	2	100%			3	100%			1	100%
Disability	8	80%	8	53%	2	25%	4	67%	6	55%	1	100%
Non-EEO												

29 CFR §1614.704(j)				29 CF	R §161	14.705 C	ompa	rative Da	ata			
			Pı	evious	Fiscal	Year Da	ata				20	008 Q3
Findings of Discrimination Rendered by Basis	20	03	2004		20		2	2006		007	20	00 Q3
	#	%	#	%	#	%	#	%	#	%	14	100%
Total Number Findings 704(j)(1)	40		34		29		17		32		6	43%
Number Findings Rendered Without Hearing 704(j)(2)	10		13		11		5		5	16%	1	25%
Race	2	33%									1	100%
Color												
Religion	2	67%									4	50%
Reprisal	3	21%	4	25%	2	22%					2	100%
Sex	5	50%	2	33%	2	29%	1	20%			1	100%
National Origin	1	50%										
Equal Pay Act							1	100%				
Age	2	50%				·				·		
Disability	2	20%	7	47%	6	75%	2	33%	5	45%		
Non-EEO												

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Bandarad by Issue			Pro	evious	Fiscal	Year Da	ıta				20	08 Q3
Findings of Discrimination Rendered by Issue	200	3	200)4	20	05	20	006	20	07		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	40		34		29		17		32		14	100%
Appointment/Hire	1	3%	2	6%	1	3%	4	24%	1	3%		
Assignment of Duties			1	3%	1	3%			2	6%		
Awards					1	3%			2	6%		
Conversion to Full-time												
Disciplinary Action	4	10%	5	15%	3	10%			1	3%		
Demotion	2	5%										
Reprimand	2	5%	1	3%					1	3%		
Suspension			1	3%	2	7%						
Removal			1	3%								
Other			2	6%	1	3%						
Duty Hours									1	3%		
Evaluation Appraisal	3	8%							1	3%		
Examination/Test					1	3%						
Harassment	14	35%	10	29%	6	21%	2	12%	3	9%	5	35%
Non-Sexual	11	28%	9	26%	4	14%	1	6%	3	9%	3	21%
Sexual	3	8%	1	3%	2	7%	1	6%			2	14%
Medical Examination					2	7%			1	3%	1	7%
Pay (Including Overtime)	7	18%					1	6%	2	6%	1	7%
Promotion/Non-Selection	10	25%	6	18%	5	17%	3	18%	9	28%	2	14%
Reassignment	1	3%			1	3%			2	6%	3	21%
Denied	1	3%										
Directed					1	3%			2	6%	3	21%
Reasonable Accommodation	9	23%	7	21%	6	21%	4	24%	6	19%	1	7%
Reinstatement												
Retirement												
Termination	3	8%	4	12%	8	28%	3	18%	6	19%	3	21%
Terms/Conditions of Employment	4	10%	3	9%								
Time and Attendance			2	6%	4	14%			1	3%		
Training			1	3%			1	6%				
Other			6	18%	1	3%			5	16%	3	21%

29 CFR §1614.704(k) 29 CFR §1614.705 Comparative Data												
Findings of Discrimination Bondon I had been			Pr	evious	Fiscal	Year Da	ıta				20	08 Q3
Findings of Discrimination Rendered by Issue	200	3	20	04	20	005	2	006	20	007		
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3	30		21		18		12		27		8	57%
Appointment/Hire	1	100%	1	50%			4	100%	1	100%		
Assignment of Duties					1	100%			2	100%		
Awards					1	100%			2	100%		
Conversion to Full-time												
Disciplinary Action	3	75%	2	40%	2	67%			1	100%		
Demotion	1	50%										
Reprimand	1	50%	1	100%					1	100%		
Suspension	1	3%	1	100%	1	50%						
Removal												
Other					1	3%						
Duty Hours									1	100%		
Evaluation Appraisal	2	67%							1	100%		
Examination/Test												
Harassment	9	64%	7	70%	5	83%	2	100%	2	67%		
Non-Sexual	7	64%	7	78%	4	100%	1	100%	2	67%		
Sexual	2	67%			1	50%	1	100%				
Medical Examination					1	50%			1	100%		
Pay (Including Overtime)	7	100%							2	100%	1	100%
Promotion/Non-Selection	9	90%	5	83%	4	80%	2	67%	8	89%	2	100%
Reassignment					1	100%			2	100%	2	67%
Denied												
Directed					1	100%			2	100%	2	67%
Reasonable Accommodation	5	56%	5	71%	2	33%	2	50%	5	83%	1	100%
Reinstatement												
Retirement												
Termination	1	33%	2	50%	5	63%	3	100%	4	67%	2	67%
Terms/Conditions of Employment	1	25%	2	67%								
Time and Attendance			2	100%	4	100%			1	100%		
Training			1	100%			1	100%				
Other			5	83%					5	100%	2	67%

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)	40		34		29		17		32		14	100%
Findings Without Hearing 704(k)(2	10		13		11		5		27	84%	6	43%
Appointment/Hire			1	50%	1	100%						
Assignment of Duties			1	100%								
Awards												
Conversion to Full-time												
Disciplinary Action	2	50%	3	60%	1	33%						
Demotion	1	50%										
Reprimand	1	50%										
Suspension					1	50%						
Removal			1	100%								
Other			2	100%								
Duty Hours												
Evaluation Appraisal	1	33%										
Examination/Test												
Harassment	5	38%	3	30%	1	17%			1	33%	5	100%
Non-Sexual	4	57%	2	22%					1	33%	3	100%
Sexual	1	33%	1	100%	1	50%					2	100%
Medical Examination					1	50%					1	100%
Pay (Including Overtime)							1	100%				
Promotion/Non-Selection	1	10%			1	20%	1	33%	1	11%		
Reassignment	1	100%									1	33%
Denied	1	100%										
Directed											1	33%
Reasonable Accommodation	4	44%	2	33%	4	67%	2	50%	1	17%		
Reinstatement								-				
Retirement								-				
Termination	2	67%	2	50%	3	38%			2	33%	1	33%
Terms/Conditions of Employment	3	75%	1	33%								
Time and Attendance												
Training												
Other			1	17%	1	100%					1	33%

29 CFR §1614.704(I)		29 CFR §1614.705 Comparative Data							
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data								
	2003	2004	2005	2006	2007	Q3			
Total complaints from previous Fiscal Years 704(I)(1)	2809	899	641	446	638	849			
Total Complainants 704(I)(2)	NA*	792	550	407	570	758			
Number complaints pending: 704(I)(3)									
Investigation	944	7	6	17	2	1			
ROI issued, pending Complainant's action	NA*	55	5	12	3	9			
Hearing	1414	696	528	373	531	734			
Final Agency Action	212	141	102	43	80	89			
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA*	NA*	NA	16			

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data							
Complaint Investigations		Previous Fiscal Year Data						
Complaint investigations	2003	2004	2005	2006	2007	Q3		
Number Pending Completion of Investigation	944	687	558	258	401	514		
Pending Investigations Over Required Time Frames	NA*	15	39	66	38	35		