| 29 CFR §1614.704(a) - (c) | 29 | CFR §1614 | 1.705 Co | mparat | ive Dat | ta |
|--|------|-------------|----------|--------|---------|---------|
| On manufacture Analysis of | Pr | evious Fisc | cal Year | Data | | 0000 04 |
| Complaint Activity | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 Q4 |
| Number of Complaints Filed in FY 1614.704(a) | 32 | 28 | 23 | 31 | 26 | 19 |
| Number of Complainants 1614.704(b) | 28 | 25 | 22 | 30 | 26 | 17 |
| Repeat Filers 1614.704(c) | 4 | 3 | 1 | 1 | 0 | 1 |

| 29 CFR §1614.704(d) | 29 | 29 CFR §1614.705 Comparative Data | | | | | | | | | | | |
|---------------------|------|-----------------------------------|----------|------|------|---------|--|--|--|--|--|--|--|
| Complaints by Basis | Pı | revious Fis | cal Year | Data | | 2008 Q4 | | | | | | | |
| | 2003 | 2004 | 2005 | 2006 | 2007 | | | | | | | | |
| Race | 32 | 4 | 6 | 21 | 4 | 13 | | | | | | | |
| Color | 6 | 3 | 0 | 0 | 0 | 0 | | | | | | | |
| Religion | 1 | 0 | 1 | 5 | 0 | 0 | | | | | | | |
| Reprisal | 41 | 17 | 9 | 38 | 19 | 8 | | | | | | | |
| Sex | 3 | 8 | 4 | 12 | 12 | 9 | | | | | | | |
| National Origin | 2 | 4 | 1 | 1 | 2 | 0 | | | | | | | |
| Equal Pay Act | | | | | | 0 | | | | | | | |
| Age | 0 | 4 | 7 | 18 | 16 | 5 | | | | | | | |
| Disability | 9 | 4 | 7 | 16 | 12 | 8 | | | | | | | |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Non-EEO | 0 | 0 | 0 | 0 | 0 | 0 | | | | | | | |

| 29 CFR §1614.704(e) | 29 | CFR §1614 | .705 Co | mparat | ive Dat | :a |
|--------------------------------|------|-------------|----------|--------|---------|---------|
| Complaints by Issue | Pr | evious Fisc | cal Year | Data | | 2008 Q4 |
| | 2003 | 2004 | 2005 | 2006 | 2007 | |
| Appointment/Hire | 3 | 1 | 0 | 1 | 2 | 0 |
| Assignment of Duties | 5 | 0 | 0 | 6 | 0 | 3 |
| Awards | 1 | 0 | 3 | 0 | 0 | 1 |
| Conversion to Full-time | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Action | 4 | 4 | 6 | 28 | 9 | 3 |
| Demotion | 0 | 1 | 0 | 0 | 0 | 0 |
| Reprimand | 0 | 0 | 0 | 7 | 0 | 1 |
| Suspension | 1 | 0 | 1 | 15 | 9 | 2 |
| Removal | 2 | 3 | 2 | 0 | 0 | 0 |
| Other | 1 | 0 | 3 | 6 | 0 | 0 |
| Duty Hours | 0 | 0 | 0 | 0 | 0 | 0 |
| Evaluation Appraisal | 0 | 0 | 1 | 0 | 1 | 1 |
| Examination/Test | 0 | 0 | 0 | 0 | 0 | 0 |
| Harassment | 27 | 20 | 9 | 23 | 19 | 9 |
| Non-Sexual | 26 | 18 | 9 | 21 | 16 | 8 |
| Sexual | 1 | 2 | 0 | 2 | 3 | 1 |
| Medical Examination | 0 | 0 | 0 | 0 | 0 | 0 |
| Pay (Including Overtime) | 0 | 2 | 1 | 0 | 0 | 0 |
| Promotion/Non-Selection | 5 | 15 | 5 | 12 | 9 | 2 |
| Reassignment | 0 | 0 | 0 | 0 | 8 | 1 |
| Denied | | | | | | |
| Directed | | | | | | |
| Reasonable Accommodation | 1 | 1 | 0 | 18 | 0 | 0 |
| Reinstatement | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 2 | 0 | 1 | 0 | 0 | 0 |
| Termination | 0 | 0 | 4 | 5 | 2 | 6 |
| Terms/Conditions of Employment | 9 | 1 | 0 | 5 | 0 | 1 |
| Time and Attendance | 1 | 2 | 1 | 1 | 3 | 1 |
| Training | 1 | 3 | 2 | 6 | 0 | 0 |
| Other | 0 | 0 | 3 | 6 | 8 | 2 |

| | 29 CFR §1614.704(f) | | |
|--|---------------------------|------|--------------|
| Processing Time "post the average length of time it takes to complete each step of the process for every complaint that is | Previous Fiscal Year Data | Num. | Ave. Days |

| pending during any time of the then fiscal year | | Number | Ave. Days | Num. | Ave. Days | Num. | Ave. Days | Num | Ave. Days | Num. | Ave.D ays | 2008 | } |
|---|----------|--------|--------------|------|--------------|------|--------------|-----|--------------|------|--------------|------|-----|
| | | 2003 | 3 | 200 |)4 | 200 | 5 | 200 | 6 | 20 | 07 | | |
| All complaints pending in Investigative Stage | 1614.704 | 21 | 130 | 6 | 37 | 8 | 157 | 15 | 146 | 5 | 147 | 3 | 118 |
| All complaints pending in Final Agency Action Stage | (f) (1) | 5 | 418 | 8 | 438 | 3 | 77 | 4 | 693 | 7 | 795.9 | 3 | 251 |
| All complaints pending in which Hearing was not | 1614.704 | NA | NA | 7 | 276 | 5 | 943 | | | | | | |
| requested | (f) (2) | | | | | | | 4 | 693 | 5 | 283 | 2 | 223 |
| Time in Investigation Stage | | NA | NA | 7 | 228 | 5 | 155 | 4 | 200 | 5 | 221 | 2 | 169 |
| Time to issue Final Agency Action | 1 | NA | NA | 7 | 48 | 5 | 77 | 6 | 45 | 5 | 62 | 2 | 54* |
| All complaints pending in which a Hearing was requested | 1614.704 | NA | NA | 6 | 239 | 3 | 99 | | | | | | |
| | (f) (3) | | | | | | | 4 | 380 | 6 | 203 | 7 | 228 |
| Time in Investigation Stage | | NA | NA | 6 | 226 | 3 | 91 | 4 | 189 | 6 | 189 | 7 | 223 |
| Time to issue Final Agency Action | | NA | NA | 6 | 13 | 3 | 8 | 4 | 14 | 6 | 14 | 7 | 6 |

^{*} This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of **0** 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 54 days.

| 29 CFR §1614.704(g) | 29 | CFR §1614 | .705 Co | mparati | ive Dat | a |
|--|------|-------------|----------|---------|---------|---------|
| Complaints Dismissed by Agency Pursuant to 1614.107(a) | Pr | evious Fisc | cal Year | Data | | 2008 Q4 |
| 1014.107(a) | 2003 | 2004 | 2005 | 2006 | 2007 | |
| Total Complaints Dismissed by Agency | 3 | 6 | 4 | 7 | 5 | 1 |
| Average days pending prior to dismissal | | | | | | |
| | 51.7 | 77.7 | 70.5 | 56.7 | 90.6 | 43 |

| 29 CFR §1614.704(h) | 29 | CFR §1614 | 1.705 Co | mparat | ive Dat | a | |
|--|--------------------------------|-----------|----------|--------|---------|---|--|
| | Previous Fiscal Year Data 2008 | | | | | | |
| Complaints Withdrawn by Complainants | 2003 2004 2005 2006 2007 | | | | | | |
| Total Complaints Withdrawn by Complainants | 5 | 1 | 3 | 1 | 2 | 2 | |

| 29 CFR §1614.704(i) | | | 29 CFF | §1614. | 705 Co | mparativ | e Data | | | | | | |
|---|----|--------------------------|--------|---------|--------|-----------|--------|---|---|------|------|---|--|
| | | | Р | revious | Fiscal | Year Data | 3 | | | | 2008 | | |
| Total Final Agency Actions Finding Discrimination | 20 | 2003 2004 2005 2006 2007 | | | | | | | | | 1 | | |
| | # | % | # | % | # | % | # | % | # | % | # | % | |
| Total Number Findings 704(i)(1) | 0 | | 0 | | 0 | | 0 | | 1 | | 0 | | |
| Without Hearing 704(i)(2) | | | | | | | | | 1 | 100% | 0 | | |
| With Hearing 704(i)(3) | | | | | | | | | 0 | 0% | 0 | | |

| 29 CFR §1614.704(j) | | | 29 CFF | §1614. | 705 Cc | mparative | Data | | | | | |
|--|----|-----|--------|---------|--------|-----------|------|---|------|-----|---|------|
| | | | Р | revious | Fiscal | Year Data | 1 | | | | 2 | 2008 |
| Findings of Discrimination Rendered by Basis | 20 | 003 | 20 | 04 | 1 | 2005 | 2006 | | 2007 | | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings 704(j)(1) | 0 | | 0 | | 0 | | 0 | | 1 | | 0 | |
| Race | | | | | | | | | | | | |
| Color | | | | | | | | | | | | |
| Religion | | | | | | | | | | | | |
| Reprisal | | | | | | | | | 1 | 100 | | |
| Sex | | | | | | | | | | | | |
| National Origin | | | | | | | | | | | | |
| Equal Pay Act | | | | | | | | | | | | |
| Age | | | | | | | | | | | | |
| Disability | | | | | | | | | | | | |
| Non-EEO | | | | | | | | | | | | |

| 29 CFR §1614.704(j) | | | 29 CFF | R §1614. | 705 Cc | mparative | Data | | | | | |
|--|----|-----|--------|----------|--------|-----------|------|---|------|---|---|------|
| | | | Р | revious | Fiscal | Year Data | l | | | | 2 | 2008 |
| Findings of Discrimination Rendered by Basis | 20 | 003 | 20 | 004 | : | 2005 | 2006 | | 2007 | | 1 | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Number Findings Rendered | 0 | | 0 | | 0 | | 0 | | 0 | | | |
| After Hearing 704(j)(3) | | | | | | | | | | | 0 | Ì |
| Race | | | | | | | | | | | | |
| Color | | | | | | | | | | | | 1 |
| Religion | | | | | | | | | | | | |
| Reprisal | | | | | | | | | | | | |
| Sex | | | | | | | | | | | | |
| National Origin | | | | | | | | | | | | 1 |
| Equal Pay Act | | | | | | | | | | | | |
| Age | | | | | | | | | | | | |
| Disability | | | | | | | | | | | | 1 |
| Non-EEO | | | | | | | | | | | | |

| 29 CFR §1614.704(j) | | | | | | mparative | | | | | | |
|--|----|-----|----|---------|--------|-----------|---|------|---|------|---|-----|
| | | | Р | revious | Fiscal | Year Data | l | | | | 2 | 800 |
| Findings of Discrimination Rendered by Basis | 20 | 003 | 20 | 04 | 2 | 2005 | 2 | 2006 | | 007 | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings 704(j)(1) | 0 | | 0 | | 0 | | 0 | | 1 | | 0 | |
| Number Findings Rendered Without Hearing 704(i)(2) | 0 | | 0 | | 0 | | 0 | | 1 | 100% | 0 | |
| | | | | | | | | | | | | |
| Race | | | | | | | | | | | | |
| Color | | | | | | | | | | | | |
| Religion | | | | | | | | | | | | |
| Reprisal | | | | | | | | | 1 | 100% | | |
| Sex | | | | | | | | | | | | |
| National Origin | | | | | | | | | | | | |
| Equal Pay Act | | | | | | | | | | | | |
| Age | | | | | | | | | | | | |
| Disability | | | | | | | | | | | | |
| Non-EEO | | | | | | | | | | | | |

| 29 CFR §1614.704(k) | | | 29 CFR | §1614. | .705 Co | mparative | Data | | | | | |
|--|----|-----|--------|---------|---------|-----------|------|------|----|-----|---|-----|
| | | | Р | revious | Fiscal | Year Data | ì | | | | 2 | 800 |
| Findings of Discrimination Rendered by Issue | 20 | 003 | 20 | 04 | | 2005 | 2 | 2006 | 20 | 007 | | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings 704(k)(1) | 0 | | 0 | | 0 | | 0 | | 1 | | 0 | |
| 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 | | | | | | | | | | | | |
| Reinstatement | | | | | | | | | | | | |
| Retirement | | | | | | | | | | | | |
| Termination | | | | | | | | | | | | |
| Terms/Conditions of Employment | | | | | | | | | | | | |
| Time and Attendance | | | | | | | | | | | | |
| Training | | | | | | | | | | | | |
| Other | | | | | | | | | 1 | 100 | | |

| 29 CFR §1614.704(k) | 29 CFR §1614.705 Comparative Data | | | | | | | 1 | | | | | |
|--|-----------------------------------|---|----|------|---|------|----------|------|---|------|------|---|--|
| Fig. 15 and 6 Discription (in Boundary II) | Previous Fiscal Year Data | | | | | | | | | | 2008 | | |
| Findings of Discrimination Rendered by Issue | 2003 | | 20 | 2004 | | 2005 | | 2006 | | 2007 | | 1 | |
| | # | % | # | % | # | % | # | % | # | % | # | % | |
| Findings After Hearing 704(k)(3) | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | |
| 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 | | | | | | | | | | | | | |
| Reinstatement | | | | | | | | | | | | | |
| Retirement | | | | | | | | | | | | | |
| Termination | | | | | | | | | | | | | |
| Terms/Conditions of Employment | | | | | | | | | | | | | |
| Time and Attendance | † | | | | 1 | | | | | | | | |
| Training | 1 | | | | | | <u> </u> | | | | | | |
| Other | + | | | | | | | | | | | | |

| 29 CFR §1614.704(k) | 29 CFR §1614.705 Comparative Data | | | | | | | | | | |
|--|-----------------------------------|--|--|--|--|--|--|--|--|------|------|
| | Previous Fiscal Year Data | | | | | | | | | 2008 | |
| Findings of Discrimination Rendered by Issue | | | | | | | | | | | 2006 |

| i mamga or bisorinimation itematica by issue | 2003 2004 | | 04 | 2 | 2005 | 2006 | | 2007 | | | ļ | |
|--|-----------|---|----|---|------|------|---|------|---|------|---|----------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Total Number Findings 704(k)(1) | 0 | | 0 | | 0 | | 0 | | 1 | | 0 | |
| Findings Without Hearing 704(k)(2) | 0 | | 0 | | 0 | | 0 | | 1 | 100% | 0 | |
| 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 | | | | | | | | | | | | |
| Reinstatement | | | | | | | | | | | | |
| Retirement | | | | | | | | | | | | |
| Termination | | | | | | | | | | | | |
| Terms/Conditions of Employment | | | | | | | | | | | | |
| Time and Attendance | | | | | | _ | | | _ | | | <u> </u> |
| Training | | | | | | | | | | | | · |
| Other | | | | | | | | | 1 | 100% | | |

| 29 CFR §1614.704(I) | 29 CFR | | | | | |
|---|---------------------------|------|------|------|------|---------|
| Complaints Pending From Previous Fiscal Years by Status | Previous Fiscal Year Data | | | | | 2008 Q4 |
| | 2003 | 2004 | 2005 | 2006 | 2007 | |

| Total complaints from previous Fiscal Years 704(I)(1) | | | | | | |
|---|-----|-----|----|-----|-----|----|
| | 6 | 14 | 10 | 5 | 13 | 3 |
| Total Complainants 704(I)(2) | NA* | 13 | 9 | 5 | 13 | 3 |
| | | | | | • | |
| Investigation | 35 | 21 | 0 | 0 | 1 | 0 |
| ROI issued, pending Complainant's action | NA* | NA* | 0 | 0 | 0 | 0 |
| Hearing | 32 | 31 | 2 | 7 | 2 | 3 |
| Final Agency Action | 5 | 5 | 12 | 3 | 1 | 0 |
| Appeal with EEOC Office of Federal Operations | NA* | NA* | NA | NA* | NA* | NA |

| 29 CFR §1614.704(m) | 29 CFR §1614.705 Comparative Data | | | | | | | | | | |
|--|-----------------------------------|---------------------------|------|------|------|---------|--|--|--|--|--|
| Complaint Investigations | | Previous Fiscal Year Data | | | | | | | | | |
| Complaint Investigations | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 Q4 | | | | | |
| Number Pending Completion of Investigation | 21 | 6 | 3 | 6 | 5 | 3 | | | | | |
| Pending Investigations Over Required Time Frames | NA* | 2 | 0 | 1 | 0 | 0 | | | | | |