29 CFR §1614.704(a) - (c)	29 CFR	29 CFR §1614.705 Comparative									
Complaint Activity	Pre	Previous Fiscal Year Data									
Complaint Activity	2003	2004	2005	2006	2007						
Number of Complaints Filed in FY 1614.704(a)	138	119	140	114	117	145					
Number of Complainants 1614.704(b)	130	112	126	107	106	132					
Repeat Filers 1614.704(c)	8	7	14	6	8	16					

29 CFR §1614.704(d)	29 CFR	§1614.705	Comp	arative	Data	
Complaints by Basis	Pre	vious Fis	cal Yea	ar Data		2008 Q4
Complaints by Basis	2003	2004	2005	2006	2007	
Race	106	45	58	96	75	82
Color	2	7	2	3	1	12
Religion	2	1	2	2	2	4
Reprisal	76	55	36	58	90	91
Sex	52	30	48	61	57	68
National Origin	13	7	4	11	8	4
Equal Pay Act						0
Age	45	30	44	48	84	54
Disability	47	21	33	49	93	71
Other	0	0	2	4	2	0
Non-EEO						

29 CFR §1614.704(e)	29 CFR	§1614.705	Comp	arative	Data	
Complaints by Issue	Pre	vious Fis	cal Yea	ar Data		2008 Q4
Complaints by issue	2003	2004	2005	2006	2007	
Appointment/Hire	7	1	2		10	6
Assignment of Duties	10	15	8	16	6	8
Awards	3	4	4	3	4	4
Conversion to Full-time	0	0	0		0	C
Disciplinary Action	37	32	29	43	27	23
Demotion	1	4	2	0	0	C
Reprimand	7	0	3	7	3	2
Suspension	5	6	10	1	6	6
Removal	19	14	2	0	6	5
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	45
Non-Sexual	107	60	33	102	90	39
Sexual	4	5	1	7	3	6
Medical Examination	2	0	0	0	0	C
Pay (Including Overtime)	6	3	1	2	3	1
Promotion/Non-Selection	23	50	55	67	50	65
Reassignment	11	0	4	6	2	3
Denied						
Directed						
Reasonable Accommodation	15	8	11	9	13	15
Reinstatement	0	0	1	0	1	C
Retirement	0	0	3	4	3	1
Termination	0	0	7	12	25	14
Terms/Conditions of Employment	7	6	3	2	2	1
Time and Attendance	14	4	12	8	5	9
Training	7	0	5	1	2	4
Other	0	0	0	0	27	33

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

Department of Veterans Affairs Equal Employment Opportunity data Posted Pursuant to the No FEAR Act: Internal Complaint Activity

Veterans Benefits Administration

pending during any time of the then fiscal year		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	20	08
		2003	3	200	04	200	5	200)6	200	7		
All complaints pending in Investigative Stage	1614.704	84	130	39	66	69	114	44	151	25	145	36	127
All complaints pending in Final Agency Action Stage	(f) (1)	236	418	42	369	16	70	10	756	16	468	12	294
All complaints pending in which Hearing was not	1614.704	NA	NA	25	298	42	144						
requested	(f) (2)							9	749	18	256	31	231
Time in Investigation Stage		NA	NA	25	222	42	72	9	211	18	189	31	172
Time to issue Final Agency Action		NA	NA	25	76	42	70	33	64	18	67	31	59*
All complaints pending in which a Hearing was requested	1614.704	NA	NA	22	244	27	693						
	(f) (3)							49	550	18	245	14	193
Time in Investigation Stage		NA	NA	22	225	27	76	49	215	18	229	14	183
Time to issue Final Agency Action		NA	NA	22	19	27	10	28	11	18	16	14	10

^{*} This figure includes the average delay getting the file to Department's adjudication office (OEDCA) in VA's Central Office of 13 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 46 days.

29 CFR §1614.704(g)	29 CFR §	§1614.705	Comp	arative	Data					
Complaints Dismissed by Agency Pursuant to	Pre	Previous Fiscal Year Data								
1614.107(a)	2003	2004	2005	2006	2007					
Total Complaints Dismissed by Agency	30	27	27	13	25	19				
Average days pending prior to dismissal	58.8	599	69.7	49.5	41.8	40.68				

29 CFR §1614.704(h)	29 CFR §	1614.705	Comp	arative	Data	
	Pre	vious Fis	cal Yea	r Data		2008 Q4
Complaints Withdrawn by Complainants (h)	2003	2004	2005	2006	2007	
Total Compaints Withdrawn by Complainants	16	10	12	15	13	12

29 CFR §1614.704(i)			29 C	FR §16	14.705	Compara	tive Da	ata				
				Previo	us Fisc	cal Year D	ata	_			20	80
Total Final Agency Actions Finding Discrimination	20	003	20	004	2	005	20	006	2	007		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	·		1		3		1		1		2	
Without Hearing 704(i)(2)	(0%	0	0%	1	33%	1	100%	0	0%	1	50%
With Hearing 704(i)(3)	•	100%	1	100%	2	67%	0	0%	1	100%	1	50%

29 CFR §1614.704(j)			29 C	FR §16	14.705	Compara	ative D	ata				
**				Previo	us Fis	cal Year I	Data				20	80
Findings of Discrimination Rendered by Basis	200	03	20	2004		2005		006	2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	1		1		3		1		1		2	100%
Race	1	100%	1	100%					1	100%		
Color												
Religion												
Reprisal			1	100%	1	33%			1	100%	1	50%
Sex					1	33%						
National Origin												
Equal Pay Act												
Age					1	33%						
Disability					1	33%	1	100%			1	50%
Non EEO												

29 CFR §1614.704(j)		•	29 (FR §16	14.705	Compara	tive D	ata					
				Previo	us Fis	cal Year [Data				20	800	
Findings of Discrimination Rendered by Basis	2003		2004		2005		2006		2007				
-	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings Without Hearing 704(j)(2)	0		0		1		1		0	0%	1	50%	
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 §	1614.704(i	i)					
				Previo	us Fis	cal Year [Data				20	800
Findings of Discrimination Rendered by Basis	20	003	2	004	1	2005	2	2006	20	007		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	1		1		3		1		1		2	100%
Number Findings Rendered	1		1		2		0					
After Hearing 704(j)(3)									1	100%	1	50%
Race	1	100%	1	100%					1	100%		
Color												
Religion												
Reprisal			1	100%	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 C	FR §161	14.705	Compara	tive D	ata				
				Previo	us Fis	cal Year D	ata				20	800
Findings of Discrimination Rendered by Issue	20	003	20	04	2	2005	2	006	2	007		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	1		1		3		1		1		2	
Appointment/Hire												1
Assignment of Duties			1	100%								
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal											1	50%
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	50%
Reinstatement												
Retirement												
Termination	1	100%									1	50%
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									20	800	
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings Without Hearing - 704(k)(2)	0		0		1		1		0	0%	1	50%
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		
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	1		1		3		1		1		2	100%
Findings After Hearing 704(k)(3)	1		1		2		0		1	100%	1	50%
Appointment/Hire												
Assignment of Duties			1	100%								
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal											1	100%
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%									1	100%
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

29 CFR §1614.704(I)	29 CFR §	2008 Q4						
Complaints Pending From Previous Fiscal Years by Status		Previous Fiscal Year Data						
		2004	2005	2006	2007			
Total complaints from previous Fiscal Years 704(I)(1)	249	79	52	43	43	39		
Total Complainants 704(I)(2)	NA*	67	47	40	42	35		
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	36		
Final Agency Action	18	9	7	8	6	2		
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA*	NA*	NA	1		
*Do not track								

29 CFR §1614.704(m)	29 CFR §					
Complaint Investigations	Pre	2008 Q4				
Complaint investigations	2003	2004	2005	2006	2007	
Number Pending Completion of Investigation	139	39	36	14	25	36
Pending Investigations Over Required Time Frames	NA*	4	1	4	6	5