

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

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					2008 Q4
Complaint Activity	Previous Fiscal Year Data					
	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 Comparative Data					2008 Q4
Complaints by Basis	Previous Fiscal Year Data					
	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						

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29 CFR §1614.704(e) Complaints by Issue	29 CFR §1614.705 Comparative Data					2008 Q4
	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Appointment/Hire	7	1	2	14	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	0	0
Disciplinary Action	37	32	29	43	27	23
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	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	0
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	0
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 complete each step of the process for every complaint that is	29 CFR §1614.704(f)		Num.	Ave. Days
	Previous Fiscal Year Data			

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Complete each step of the process for every complaint that is 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		
		2003		2004		2005		2006		2007				
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 requested	1614.704 (f) (2)	NA	NA	25	298	42	144		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 (f) (3)	NA	NA	22	244	27	693		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 Comparative Data					2008 Q4
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	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 Comparative Data					2008 Q4
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total Complaints Withdrawn by Complainants	16	10	12	15	13	12

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2008 Q4
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Total complaints from previous Fiscal Years 704(l)(1)	249	79	52	43	43	39
Total Complainants 704(l)(2)	NA*	67	47	40	42	35
Number complaints pending: 704(l)(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 §1614.705 Comparative Data					2008 Q4
Complaint Investigations	Previous Fiscal Year Data					
	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