

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

29 CFR §1614.704(e) Complaints by Issue	29 CFR §1614.705 Comparative Data					
	Previous Fiscal Year Data					2008 Q3
	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	2
Demotion	0	1	0	0	0	0
Reprimand	0	0	0	7	0	1
Suspension	1	0	1	15	9	1
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	6
Non-Sexual	26	18	9	21	16	5
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

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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 pending during any time of the then fiscal year..."		Previous Fiscal Year Data										Num.	Ave. Days
		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days		
		2003		2004		2005		2006		2007			
All complaints pending in Investigative Stage	1614.704	21	130	6	37	8	157	15	146	5	147	5	124
All complaints pending in Final Agency Action Stage	(f) (1)	5	418	8	438	3	77	4	693	7	796	3	392
All complaints pending in which Hearing was not requested	1614.704 (f) (2)	NA	NA	7	276	5	943	4	693	5	283	1	208
Time in Investigation Stage		NA	NA	7	228	5	155	4	200	5	221	1	161
Time to issue Final Agency Action		NA	NA	7	48	5	77	6	45	5	62	1	47*
All complaints pending in which a Hearing was requested	1614.704 (f) (3)	NA	NA	6	239	3	99	4	380	6	203	12	227
Time in Investigation Stage		NA	NA	6	226	3	91	4	189	6	189	7	221
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 0 days.*

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data						
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2008 Q3	
	2003	2004	2005	2006	2007		
Total Complaints Dismissed by Agency	3	6	4	7	5		
Average days pending prior to dismissal	51.7	77.7	70.5	56.7	90.6	43	

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data						
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2008 Q3	
	2003	2004	2005	2006	2007		
Total Complaints Withdrawn by Complainants	5	1	3	1	2	1	

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29 CFR §1614.704(k) Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2008 Q3	
	Previous Fiscal Year Data											
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
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		

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29 CFR §1614.704(k) Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2008 Q3	
	Previous Fiscal Year Data											
	2003		2004		2005		2006		2007			
	#	%	#	%	#	%	#	%	#	%	#	%
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												
Training												
Other									1	100%		

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2008 Q3
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)	6	14	10		5 13	9
Total Complainants 704(l)(2)	NA*	13	9	5	13	9
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	7
Final Agency Action	5	5	12	3	1	2
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA	NA*	NA*	NA

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					2008 Q3
Complaint Investigations	Previous Fiscal Year Data					
	2003	2004	2005	2006	2007	
Number Pending Completion of Investigation	21	6	3	6	5	5
Pending Investigations Over Required Time Frames	NA*	2	0	1	0	0