

Department of Veterans Affairs

**FY 2007 EEO Report
FY 2008 EEO Plan**



**Office of Diversity Management and EEO
Office of Human Resources and
Administration**

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Department of Veterans Affairs FY 2007 EEO Report

Table of Contents

	Page
Parts A-D: Identifying Information	1
Part E: Executive Summary	4
Part F: Program Certification.....	8
Secretary's FY 2007 Policy Statement on EEO	9
VA Organization Chart	10
Part H: EEO Plan to Reach Model Program Status	11
Part I: EEO Plan to Eliminate Barriers	20
Part J: Targeted Disability Figures (Plan is in Part I)	28
Workforce Data Tables and Form 462.....	Appendix

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EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2006, to September 30, 2007.
















PART A Department or Agency Identifying Information	1. Agency		1. Department of Veterans Affairs	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 810 Vermont Ave., N.W.	
	3. City, State, Zip Code		3. Washington, DC 20420	
	4. CPDF Code	5. FIPS code(s)	4. VA	5. 11 DC
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			228,939
	2. Enter total number of temporary employees			22,953
	3. Enter total number employees paid from non-appropriated funds			3,265
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			255,157
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. James B. Peake, Secretary of Veterans Affairs	
	2. Agency Head Designee		2. Michael W. Hager, Assistant Secretary for Human Resources and Administration	
	3. Principal EEO Director/Official Official Title/series/grade		3. Michael W. Hager, Assistant Secretary for Human Resources and Administration	
	4. Title VII Affirmative EEO Program Official		4. Michael W. Hager, Assistant Secretary for Human Resources and Administration	
	5. Section 501 Affirmative		5. Michael W. Hager, Assistant Secretary for	

	Action Program Official	Human Resources and Administration
	6. Complaint Processing Program Manager	6. Rafael A. Torres, Deputy Assistant Secretary for the Office of Resolution Management
	7. Other Responsible EEO Staff	7. Susan C. McHugh, Deputy Assistant Secretary for Diversity Management & Equal Employment Opportunity

EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Veterans Health Administration (Washington, DC)	VATA	11 DC
Veterans Benefits Administration (Washington, DC)	VALA	11 DC	
National Cemetery Administration (Washington, DC)	VAPA	11 DC	
Staff Offices (Washington, DC)	--	--	

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:		*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	Not required
Brief paragraph describing the agency's mission and mission-related functions		*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"		*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF		*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies		*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	
Summary of EEO Plan action items implemented or accomplished		*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]		*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements		*Organizational Chart	



= See Appendix.

EXECUTIVE SUMMARY

FUNCTION: The Department of Veterans Affairs (VA) provides medical assistance, benefits, and memorial services for approximately 25 million veterans. VA comprises the Veterans Health Administration (VHA) with 157 medical centers, the Veterans Benefits Administration (VBA) with 57 benefits centers, the National Cemetery Administration (NCA) with 124 cemeteries, Staff Offices and numerous other installations.

WORKFORCE: VA had a workforce of 252,974 employees¹ at the end of fiscal year (FY) 2007, an increase of 14,394 during the year. These totals include 22,953 temporary employees, an increase of 4,068 during the year. All groups by race, national origin (RNO) and gender are represented in VA above their level in the Relevant Civilian Labor Force (RCLF) for VA occupations², except for White women and Hispanic men and women. The representation of employees with targeted disabilities in VA permanent positions is 1.55%, more than half again above the Government average of about 1%.

EEO PLAN ACCOMPLISHMENTS:

- VA continues to be a leader in the Federal civilian government in implementing and supporting EEOC Management Directive 715 and in automating online workforce analysis.
- VA Directive 5975, *Diversity Management and Equal Employment Opportunity (DM&EEO)*, was approved and distributed in the second quarter of FY 2007.
- DM&EEO prepared high level workforce data analysis for each Administration and their major sub-entities, and presented an interpretation of the data to nearly all of the EEO staff in face-to-face training.
- VA conducted five EEO Program Audits to ensure that the Facility Self Assessments are accurate. During FY 2008 employee survey data will be added to the workforce data as a basis for selecting sites for audits.
- Using a new automated report, we identified the facilities that had not yet responded to various MD-715 requirements, leaving us time to remind them of their responsibilities in time for a timely report.
- VA is in the process of establishing Administration-appropriate goals for increasing the proportion of veterans and disabled veterans. VA's goal for persons with targeted disabilities is 2.2% for FY 2011, consistent with EEOC request.
- Last year VA started the Community Prosperity Partnership (CPP) as a means of increasing the support given to veterans as well as recruiting new veterans into VA. Events are scheduled in Orlando and San Antonio during FY 2008. This program includes partners from veterans' affinity groups, RNO affinity groups, and other Federal agencies.
- The Secretary issued two EEO policy statements which were sent to all employees.
- The automated personnel data system and workforce analysis reports were reprogrammed to accommodate the new race and ethnicity categories. VA will switch to the new categories after employees are asked to update their voluntary self identification

during FY 2008. Applicant flow data will be added as soon as OMB approves the form developed by EEOC.

FACILITY SELF ASSESSMENT (MD-715 Parts G and H): Using the automated system, virtually all facilities timely completed the Facility Self Assessment and the Part H plans to reach model EEO program status. There are no significant EEO program deficiencies at the national level. At the Administration level more effort is needed in issuing EEO policy statements, in presenting "EEO state of the facility" messages, and in implementing EEO action plans.

BARRIER IDENTIFICATION (MD-715 Part I): VA conducts barrier identification in five broad topic areas, following the objectives in the EEO Plan:

1. *REPRESENTATION:* The representation of all groups was stable during the year; the only notable change was a decline in White men of -0.25%, primarily retirement. White women are 35.67% of the permanent positions, significantly below their 47.53% in the RCLF. Hispanic women are 3.52% of the permanent positions, well below their 4.42% in the RCLF. This underrepresentation is concentrated in the south-western regions; a fact only discovered recently when VA moved from national to regional RCLF computations. Hispanic men are 3.26% of the permanent positions, slightly below their 3.37% in the RCLF, but are above the RCLF in all occupation categories except Blue Collar. (The Hispanic RCLF figures in Blue Collar include a large number of non-citizens, so this standard may be unrealistically high for Federal employment.) Black men are represented at almost three times the RCLF and Black women are represented at almost double the RCLF. American Indian women reached RCLF parity this year. VA has contracted with the National Academy of Professional Administrators to study the recruitment process to determine if there are barriers or other issues that should be improved.
2. *GRADE PARITY:* A close analysis of grade disparity has found that the promotion rate is nearly identical to the availability rate by grade by RNO/gender, indicating there is no systematic bias in promotions. Older groups, such as White males, tend to have a slightly lower promotion rate, suggesting that they have reached the ceiling in their occupation. While there is a disproportionately large number of Whites in the higher grades, they tend to be retirement eligible, suggesting that their representation results from the available labor force 30-40 years ago when they were hired rather than from current promotion practices. Our analysis indicates a significant increase in diversity in the leadership grades will occur as the Baby Boom generation retires. Employees with a targeted disability, however, appear to be promoted somewhat below their availability rate by grade. This will be a focus of our analysis during the coming year.
3. *TARGETED DISABILITIES:* The representation ranges from lows in doctors and police and other jobs where a disability may directly affect job performance to highs in

clerical and technical positions. The representation is 1.66% in GS/GM positions in total, including 4.79% in Social Services, 2.26% in General Health Science, 1.48% in Lawyers, 1.70% in Contracting, 1.77% in Purchasing, 1.80% in Loan Specialists, and 10.41% in Prosthetic Representatives. During the year, the Computer Assistance Program fulfilled 449 accommodations in VA, a substantial increase over the previous year, saving VA more than \$315,000. Appointing Selective Placement Coordinators in each facility last year did not result in a notable increase in representation in FY 2007, so their performance in meeting new goals will be monitored more closely in FY 2008. Targeted disabilities are tracked as part of the regular EEO Plan (MD-715 Part I rather than separately in Part J).

4. **VETERANS.** VA tracks veterans as part of the coordinated EEO Plan. Using Department of Defense records, VA identified many employees whose military service was not indicated in the VA records, resulting in a jump in recorded representation starting in January. In addition, many new veterans were hired including 4,105 through the Veterans Employment Opportunity Act and 1,240 were hired as Veterans Recruitment Appointments. As a result, veteran representation in permanent positions reached 32.75%. The representation of *disabled* veterans in permanent positions has been slowly increasing for many years and this year reached 8.23% in permanent positions, up from 7.91% in FY 2006. This increase was the net of 2,657 hires and 1,958 separations of disabled veterans.
5. **TRAINING:** A substantial portion of the leadership pipeline is expected to retire in the next few years resulting in many promotions to fill these positions. While VA has training programs for every level of employee, the number of people needing management training is expected to increase because of the increase in promotions. Face-to-face training was provided to most EEO staff during the year in addition to the on-demand training available electronically.

EEO COMPLAINTS: VA started the year with 1,857 complaints on hand and ended with 1,940, both figures up very slightly from FY 2006. Of the 1,923 new complaints filed, the basis of discrimination, in rank order starting with the largest, was alleged to be race or national origin or color, reprisal, gender, disability, age, and religion. The major issues, in rank order starting with the largest, were harassment, promotion non-selection, disciplinary action, time and attendance, and assignment of duties. Agency personnel conducted 1,355 investigations in an average of 225 days each, both figures up from last year; contractors completed 150 investigations (up dramatically from last year) in an average of 167 days each. The cost of all the investigations was slightly more than \$5.1 million. During the informal phase VA offered Alternate Dispute Resolution (ADR) in 58% of cases. Of those who were offered ADR, 47% elected it and of these 94% received mediation and the remainder other techniques. During the formal phase, 7% were again offered ADR and more than half accepted. VA closed 1,875 cases including 1,202 Final Agency Decisions with 20 resulting in a finding of discrimination. Monetary benefits totaling more than \$3.5 million were

paid in 245 cases resulting in a finding of discrimination. Approximately 56% of the managers and 83% of the employees were trained in ADR.

EEO STRUCTURE AND STAFFING: Public Law 105-114, §516, established ORM in VA to process EEO complaints nationally, and specifically authorized the complaints function to report to a Deputy Assistant Secretary. As allowed by 29 CFR 1614.607, VA has delegated EEO authority to multiple designees: overall management of the EEO programs to the Assistant Secretary for Human Resources and Administration, who reports directly to the Secretary; and day-to-day operational authority to the Deputy Assistant Secretary for the Office of Resolution Management and to the Deputy Assistant Secretary for Diversity Management and EEO (DM&EEO). DM&EEO develops national EEO policy and program guidance, as well as mandated EEO reports such as this. ORM maintains a staff of 240 employees exclusively devoted to complaints-related activities. Neither DM&EEO nor ORM have line authority over the Human Resources and EEO staffs in field facilities. VHA, VBA, and NCA maintain full-time EEO staff at VA Central Office and collateral-duty EEO staff at field facilities; VHA also has full-time EEO staff in the field. In total, these EEO staff provide about 94³ work years of service annually, largely devoted to complaints-related activities.

¹ The employee count includes fulltime, part-time and intermittent employees in permanent and temporary appointments, but excludes employees in non-pay status, medical residents, and Manila residents.

Note: This total is different from part B's total due to the fact that EEOC form 715-01 excludes intermittent employees.

² The RCLF figures are based on only the occupations employed in VA and their actual proportions in VA, drawn from the 2000 Census. These figures are somewhat different from national CLF figures published by EEOC, which include occupations that are not present in VA and differing proportions of the occupations VA employs.

³ 2001 *Survey of Diversity-Related Work*, conducted by DM&EEO.

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Michael W. Hager, Assistant Secretary for Human Resources and Administration, am the
(Insert name above) (Insert official
title/series/grade above)

Principal EEO Director/Official Department of Veterans Affairs.
for

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

[Signature]
Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

[Date]
Date

[Signature]
Signature of Agency Head or Agency Head Designee

[Date]
Date



THE SECRETARY OF VETERANS AFFAIRS

WASHINGTON

October 12, 2007

TO ALL EMPLOYEES

SUBJECT: Policy on Equal Employment Opportunity and Unlawful Discrimination

As Acting Secretary of the Department of Veterans Affairs (VA), I want this Department to have the most qualified and diverse workforce in Government. I rely on each of you to embrace this policy, to assist me in expanding opportunities for all employees of the Department, and to ensure that we work in an environment free of unlawful discrimination or harassment. Anything less falls short of the professional conduct required to achieve our mission.

VA employs 250,000 people to serve America's veterans and their families. The equal employment opportunity (EEO) policy of an organization reflects the core values embraced by that organization and its people, and VA is no different. Central to these core values are commitment, excellence, communication and stewardship, all of which are focused on mutual respect among the people in VA's workforce.

Commitment means pledging to provide opportunities that will permit employees to rise to their highest level of achievement based on merit and ability. Excellence is what drives us toward fostering an environment of dignity and mutual respect. Communication demands we make the effort to build bridges for successful relationships in the workplace, and stewardship requires our professional duties to take precedence over our personal perspective.

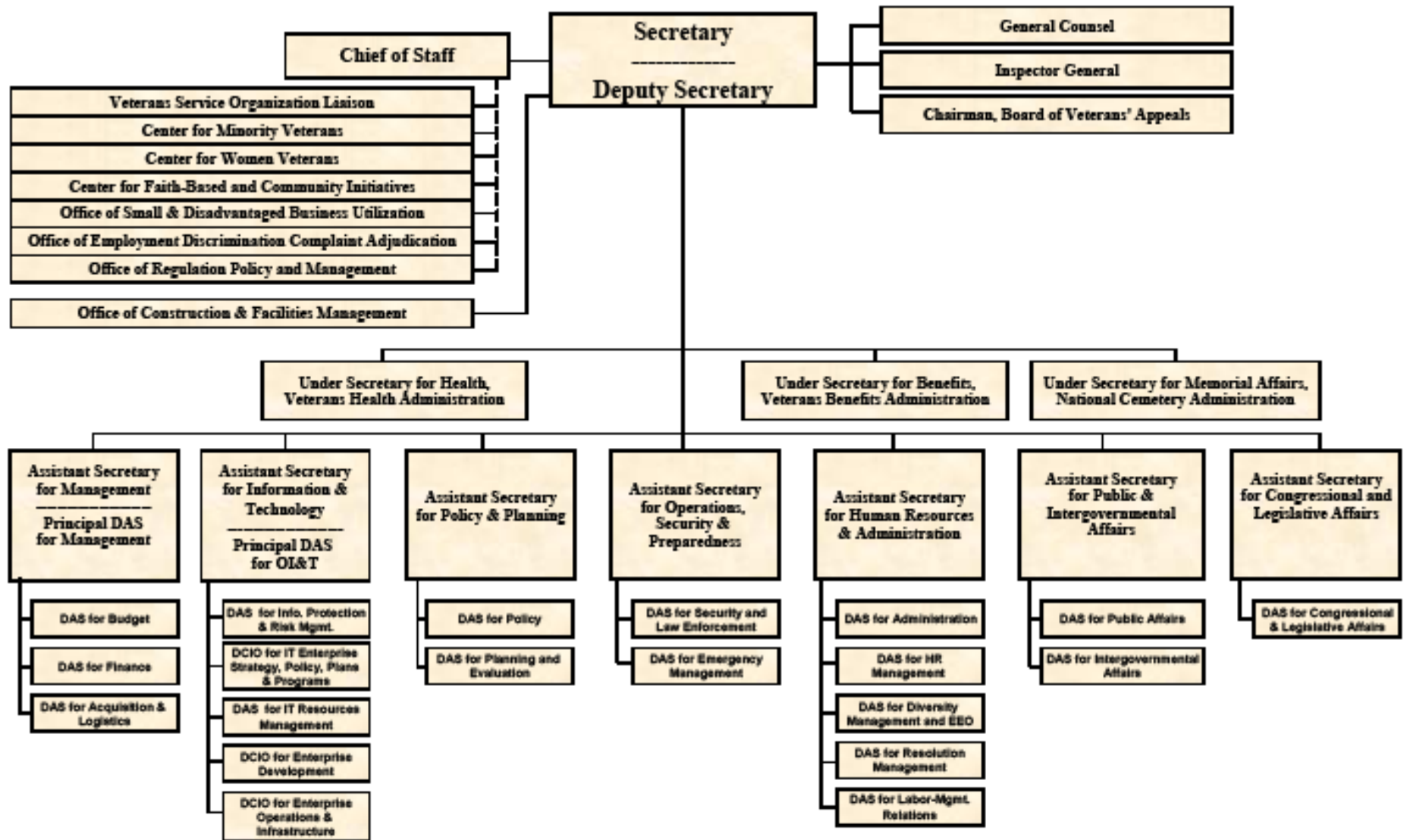
This Department will not tolerate discrimination or harassment based on gender, race, color, national origin, religion, age, disability, or reprisal for engaging in a prior EEO activity. Commitment to this principle requires managers and supervisors to immediately confront and eliminate any and all unlawful discrimination or harassment when they become aware of it. In addition, if we are able to achieve diversity at all levels, managers and supervisors must ensure equal opportunity regardless of gender, race, color, national origin, religion, age or disability when making decisions in the areas of outreach, recruitment, hiring, promotions, training, benefits and awards.

All incidents of unlawful reprisal, discrimination or harassment should be reported to an EEO counselor at the Office of Resolution Management toll free at 1-888-737-3361 or via TTY/TDD at 1-888-626-9008 within 45 days of the perceived discriminatory incident. We will accomplish our mission only if we ensure that all employees have an opportunity to reach their full potential and to contribute to the success of the Department. I expect your full support and cooperation in making VA a leader in equal employment opportunity.

A handwritten signature in black ink, appearing to read "Gordon H. Mansfield".

Gordon H. Mansfield
Acting

DEPARTMENT OF VETERANS AFFAIRS



Updated 8/22/2007.

National

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
Plan To Attain the Essential Elements of a Model EEO Program

Report Generated on 01/17/2008

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Policy statements up to date, communicated to all employees (1-7)	
OBJECTIVE 1: (National)	Current EEO policies and endorsements provided to all employees	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	09/30/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
EEO policy signed and distributed to employees yearly, widely posted. ** COMPLETED: Administrations ensure that an Administration, regional (VISN, Area, MSN), and facility statement will be issued annually, posted widely, and provided in hard copy to new employees.	06/30/2006	
Other ** The new EEO Directive 5975 was completed during FY 2006 and issued during the second quarter of FY 2007.	03/31/2007	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Managers and supervisors evaluated on EEO performance (8-19)	
OBJECTIVE 2: (National)	EEO policy is vigorously enforced by facility management.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Managers and supervisors evaluated on implementation of EEO policies and principles, including resolving problems, addressing concerns, and ensuring workplace free of all forms of discrimination. ** COMPLETED IN FY 2006 BUT RECURRING: EEO performance continues to be reviewed by the Deputy Secretary with the senior managers at least quarterly. The field Facility Self Assessments are reviewed yearly.	09/30/2007
Staff resources provided for SEP, community outreach, and EEO audits. ** UNDERWAY: VA had the Federal government's first EEO Audit program, which continues today. In partnership with LULAC and AGIF, VA developed the Community Prosperity Partnership program for community outreach, and conducted the first event in Puerto Rico in 2006, the second in Orlando in 2007, and will conduct two in 2008, probably San Antonio and New York.	09/30/2008
Ensure accommodations provided when possible. ** COMPLETED: A national review of policy and procedures was completed in FY 2006. New policy to ensure that accommodations are provided has been written and distributed. VA is a major user of the CAP program.	12/31/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager has appropriate authority and training (20-30)
OBJECTIVE 3: (National)	Reporting structure gives EEO Program appropriate authority and resources.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO manager under immediate supervision of the facility head, and participates in decisions regarding human capital. ** UNDERWAY: Under Congressional direction, the operating head of the EEO complaints function at the national level can be a Deputy Assistant Secretary, and the remainder of the national EEO program is treated in a parallel manner.	09/30/2007
Duties and responsibilities of EEO staff clearly defined, staff trained. ** COMPLETED: One-VA training modules (applicable to all three Administrations and the VA Central Office [VACO]) were developed in FY 2005 and updated in FY 2006 in conjunction with the VA Learning University (VALU). This training is available online on demand and in VHS and DVD format. Duties were clarified in Directive 5975. An analysis of regional issues was provided to nearly every EEO worker in face-to-face-training in FY 2007.	09/30/2006
EEO Manager conducts periodic review of HR policies, procedures, practices, and outcomes. ** COMPLETED: VA Directive 5975 requires this review, and accomplishment will be verified as noted above. DM&EEO conducts EEO Audits in conjunction with HR, and reviews these items specifically.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO program fully staffed (31-37)	
OBJECTIVE 4: (National)	Sufficient staff and budget resources for successful EEO program.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
EEO manager has authority and funding to eliminate barriers, realize equal opportunity, and maintain the facility's portion of the EEO complaint processing system. ** COMPLETED: Under Congressional direction, EEO complaints are handled nationally by the Office of Resolution Management. They have the needed funding and authority.	09/30/2007	
EEO and Special Emphasis programs are sufficiently staffed, including FEW, Hispanic Employment, People with Disabilities, Veterans, Blacks, American Indian, Asian, and Pacific Islander programs. ** ONGOING: Most facilities have SEP managers. In an organization this size, there is always some turnover in EEO and other positions. Efforts are made to fill such positions promptly.	09/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO fully funded for program effectiveness (38-51)	
OBJECTIVE 5: (National)	Sufficient budget to support the success of the EEO Program.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Sufficient resources for barrier analysis, data collection and tracking, materials, and accommodation supplies. ** COMPLETED: VA is the civilian government leader in the online analysis of workforce data, including both the required tables and the analytic tools to drill into the data, and the largest user of the CAP for accommodation supplies.	09/30/2008	
Central fund for reasonable accommodations and accessibility. ** COMPLETED: VA is a major user of CAP for technological accommodations. VA systematically ensures physical access improvements in VA buildings, a program that is funded centrally by the Administrations. We will look into central funding of accommodations in FY 2008, but there is no indication that the current approach is holding us back.	09/30/2005	

Sufficient funding to provide EEO training to managers, EEO staff, and employees. ** UNDERWAY: On demand EEO video training is available to all employees on their PC. In FY 2007, DM&EEO started reviewing commercial EEO training videos and collecting the best for national use. During FY 2007, DM&EEO provided face-to-face training to all permanent and most collateral duty EEO staff. EEO training is routinely provided to employees.	09/30/2006
Other ** NOT COMPLETED: DM&EEO will study the feasibility of establishing a central review of the process of approving and funding requests for accommodations.	09/30/2008

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager coordinates with facility management (52-53) and HR Manager (54-56).	
OBJECTIVE 6: (National)	EEO staff regularly advises supervisors and managers about their area.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Regular (monthly to semi-annual) updates provided to managers and supervisors. ** COMPLETED, RECURRING: Quarterly EEO briefings have been provided to the Deputy Secretary and senior managers since 2003. VA Directive 5975 requires similar briefings in facilities; implementation will be verified by EEO Audits. Dashboard measures of outcomes will be developed during FY 2008.	09/30/2008	
EEO staff coordinate EEO Plans with all appropriate facility managers, including legal, HR, finance, and information technology. ** UNDERWAY: This is the normal practice at facilities. During FY 2008 VA will start a national-level diversity council to bring together these offices and ensure coordination in implementation.	09/30/2008	
Reviews have been scheduled on a recurring basis, carried out timely, reported, and results acted on. ** ONGOING: As noted above, HR and DM&EEO are conducting systematic on-site reviews. During FY 2008 DM&EEO will incorporate survey data in selecting facilities for review.	09/30/2006	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Discipline for findings of discrimination (57-61)	
OBJECTIVE 7: (National)	Discipline backs up findings of discrimination when appropriate.	
RESPONSIBLE OFFICIAL:	Secretary	

DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility timely complies with orders from EEOC, MSPB, FLRA, arbitrators, and the Court. ** ONGOING: ORM's compliance officer has the responsibility of ensuring all orders from EEOC are complied with in a timely manner. When orders are not acted upon in a timely manner, follow-up action is taken.	09/30/2005
Facility tracks disability accommodations to ensure compliance. ** ACCOMPLISHED: Directive 5975 requires Administrations to track these accommodations.	09/30/2007

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers meet with EEO to solve barriers and implement plans (62-69)
OBJECTIVE 8: (National)	Management and EEO cooperate to identify and solve barriers.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Senior managers meet with EEO staff to identify barriers to EEO. ** ONGOING: The DM&EEO and ORM Deputy Assistant Secretaries routinely address the Deputy Secretary and senior managers. Facility self assessments show that this is being accomplished in VHA and VBA.	06/30/2007
When barriers identified, plans to solve developed and implemented. ** ONGOING: Administrations and VACO have developed multi-year plans to solve the identified barriers. These plans were updated in FY 2006 and were closely coordinated and monitored in FY 2007.	09/30/2007
Workforce trend analysis conducted of major variables. ** COMPLETED: VA has automated the production of the data tables required by MD-715 as well as Parts G, H, I and J. In addition, we have a large number of online diversity reports for more in-depth analysis, which have been in use for several years. In FY 2007 the results were posted on the DM&EEO Web site.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	In-depth workforce diversity analysis conducted (65-69)	
OBJECTIVE 9: (National)	EEO staff closely analyzes MD-715 tables and VSSC reports.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Trend analysis conducted on major EEO variables. ** ACCOMPLISHED: Administrations and VACO have been conducting this analysis for years, and substantially more detailed analysis was performed in FY 2007.	06/30/2005	
Analysis of management/personnel policies, procedures and practices conducted. ** ONGOING: A new tool, ProClarity data cubes, was added in FY 2006. This has allowed a new depth of analysis of how authorities are used.	09/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers encourage and participate in ADR (70-71)	
OBJECTIVE 10: (National)	ADR is effective.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Employees are encouraged to use ADR. ** ACCOMPLISHED: VA has an active program to encourage ADR use, and the use is growing.	09/30/2005	
Participation of supervisors and managers in ADR is required. ** NOT ACCOMPLISHED: Participation is encouraged but not required.	09/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Sufficient staffing for data collection, analysis, audits, and reasonable accommodations (72-76)	
OBJECTIVE 11: (National)	Data collection for EEO is adequate.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
EEO staff has sufficient training in data analysis and adequate data is collected for the required analysis. ** ONGOING: VA has been training the EEO staff through on demand online video, VHS, and DVD. Face-to-face training is provided regularly in VHA and as needed elsewhere. During FY 2007, a major initiative was made to provide the results to EEO field staff, and an evaluation of the EEO Plans shows improvement from FY 2006.	09/30/2006	
Resources are provided for audits, if requested. ** ONGOING: VA started an active EEO Audit program in FY 2004 with practice audits, started conducting actual audits in December of FY 2005. The program will be continued indefinitely.	12/31/2005	
A facility official is designated to coordinate accommodations. ** ACCOMPLISHED: Most facilities have designated an official. An evaluation conducted in FY 2007 suggested that insufficient use was made of these coordinators, so tracking will be developed in FY 2008.	09/30/2008	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective complaint tracking (77-87, 89)	
OBJECTIVE 12: (National)	Facility has system to track complaints and ensure timely compliance.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Facility has a system to track complaints and monitor compliance. ** UNDERWAY: By Congressional direction, EEO complaints are tracked nationally. A system has been in place for several years; system improvements were made in FY 2007.	09/30/2007	
Required training is timely provided. ** ACCOMPLISHED: ORM has systematically provided the necessary training to the complaints staff.	09/30/2005	

Procedural steps are completed timely. ** IMPROVING: VA greatly improved the timeliness of complaints in FY 2005 and made further improvements in FY 2006. In FY 2007 the number of complaints and the processing time increased slightly.	09/30/2006
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective ADR system (90-93)
OBJECTIVE 13: (National)	Efficient and fair ADR system.
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A, and Chair, Board of Contract Appeals
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility has established an ADR system. ** ACCOMPLISHED: The Dispute Resolution Specialist issues the VA-wide policies and tracks all ADR activity. ORM offers mediation in the complaint process and provides training to employees and managers. The Administrations are responsible for ensuring they have an ADR program. When an employee in the complaint process elects ADR, the case is referred to the facility ADR coordinator for follow-through.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Systems for evaluation of EEO program (94-100)
OBJECTIVE 14: (National)	EEO system is evaluated for impact and effectiveness.
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
The facility monitors complaint processing to ensure meeting obligations under Title VII and the Rehabilitation Act. ** ACCOMPLISHED: ORM closely monitors these obligations. As noted above, an assessment of unmet local needs was completed in FY 2005.	09/30/2005
Facility tracks recruitment to identify potential barriers. ** UNDERWAY: DM&EEO is coordinating with HR to develop the policy framework for recruitment. A comprehensive plan is anticipated by	09/30/2008

the end of FY 2008.	
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Timely compliance (88, 101-123)	
OBJECTIVE 15: (National)	Corrective actions are timely and accountable.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Facility has a system to ensure timely compliance with EEOC orders and directives. ** ACCOMPLISHED: ORM has a system to ensure timely compliance with EEOC orders and directives. ORM's compliance officer works closely with facility program managers and EEOC's compliance officer to ensure timely compliance.	09/30/2005	
Timely compliance is in performance standards. ** ACCOMPLISHED: Timely compliance is in the ORM compliance officer standards.	09/30/2005	
Full compliance documentation is provided. ** ACCOMPLISHED: Upon receipt of EEOC orders, the compliance officer sends the correspondence to the facility outlining what documentation is necessary to demonstrate full compliance. The compliance officer then sends all documentation to EEOC's compliance officer who confirms that the order has been fulfilled.	09/30/2005	

National

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier

Report Generated on 01/17/2008

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Chronic underrepresentation of White women, Hispanic men and women, Asian men and American Indian women VA-wide, with some variation by Administration.	
BARRIER ANALYSIS 1: (National)	Table 6 shows a pattern of underrepresentation for these groups in major occupations compared to appropriate RCLF data: Table 7 shows that in the locations where these groups are underrepresented in specific occupations their representation continues to decline.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	VA does not have systematic focused recruitment for the groups that are underrepresented in specific major occupations.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Conduct focused recruitment for those groups that are underrepresented in specific major occupations where they are underrepresented. (If no underrepresentation, no action needed)	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	02/15/2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Ensure that there is an EEO Manager and SEPMs at each facility, either collateral duty or full time as needed. ** COMPLETED: In an organization as large as VA, there will always be some vacancies in any large occupation. Administrations promptly fill EEO vacancies.		09/30/2006
Ensure that Special Hiring Authorities are used proportionate to the recruitment pools. ** COMPLETED: Administrations have reviewed the use of these authorities to determine if they are proportionate to availability, and incorporated this analysis in their recruitment plans. Administrations will track regional performance on an ongoing basis . DM&EEO provides feedback to Administrations. VHA provides feedback to EEO staff.		09/30/2006
Where underrepresented, develop and implement initiatives to recruit these underrepresented groups. ** UNDERWAY: VA has reduced underrepresentation, and now is only underrepresented in White women and Hispanic women. While there is some underrepresentation of		09/30/2008

Hispanic men in blue collar jobs, this appears to be an artifact of the large number of Hispanic men in the blue collar labor pool who are not citizens and thus not available for Federal employment. Hispanic men are employed well above RCLF levels in all other major categories of occupations. The FY 2007 effort to organize targeted recruitment and been pushed to FY 2008.	
Develop a mechanism to track and evaluate targeted recruitment efforts and the use of Special Hiring Authorities. ** COMPLETED: DM&EEO developed an automated report to track the use of Special Hiring Authorities in FY 2006, and Administrations used it to review their use. UNDERWAY: VA Central Office (VACO) HR will develop a process to track targeted recruitment efforts when there is agreement on the approach in FY 2008. Applicant flow data will be gathered through USAStaffing as soon as OMB approves the form submitted by EEOC.	09/30/2007
Where appropriate, develop a mechanism to track Title 38 job inquiries through to eventual employment. ** UNDERWAY: VHA started to develop tracking based on SSNs, but stoped that effort when we moved away from use of SSNs.	09/30/2007
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
** White women are VA's most underrepresented group, as noted above. *** Hispanic women are significantly underrepresented compared to the national RCLF and not increasing employment fast enough to keep up with their growth in the RCLF. Unlike White women, compared to the regional RCLF they are significantly underrepresented in only a few regions. More effective outreach is needed in VHA VISNs 3, 12, 17, 18, 19, 21, and 22, plus VBA Areas 3 and 4. *** American Indian women are no longer underrepresented. *** No other groups are underrepresented in national total, but outreach efforts are needed in specific regions to keep abreast of developing local underrepresentation. *** Underrepresentation is difficult to address piecemeal, so a comprehensive new Strategic Human Capital Plan will be developed incorporating recruitment, training, succession planning and turnover issues, all with an EEO aspect. See Barrier 6.	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Apparent grade disparity.
BARRIER ANALYSIS 2: (National)	Table A4 shows, with some variation by Administration, that the proportion of GS/GM White and Asian males generally increases, while other RNO groups generally decline, as do persons with targeted disabilities as shown in Table B4. There are abrupt declines in many minority groups in the leadership pipeline (grade 12-15).
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	As planned, during FY06 VA developed the data tools needed to address grade disparity issues, but has not had time to implement them yet.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Apply the new tools to major occupations and occupation groups, identify any anomalies, develop plans to remove any barriers, and implement the plans.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	03/31/2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)

	example: mm/dd/yyyy
<p>For RNO/gender groups, review major promotion rates and awards for occupations and occupation groups, review separations, identify any anomalies, develop plans to remove any barriers, and implement the plans.</p> <p>** COMPLETED: An automated tool for the analysis of promotion rates and awards was developed and implemented in FY 2006. The results showed a nearly perfect correlation by grade between availability rates and promotion and award rates, indicating that RNO and gender did not play a significant role in promotions. There were very minor fluctuations by average age (experience). Further analysis indicated that the grade disparity in the leadership pipeline will be greatly reduced as the baby boom generation retires.</p>	09/30/2007
<p>For targeted disabilities, review major promotion rates and awards for occupations and occupation groups, review separations, identify any anomalies, develop plans to remove any barriers, and implement the plans.</p> <p>** UNDERWAY: The FY 2006 analysis of national data suggested that promotions for persons with targeted disabilities may be somewhat slower than for non-disabled individuals. During FY 2007 this problem was found to be widespread. Facilities will review their local data in FY 2008.</p>	09/30/2007
<p>Ensure that all employees are notified of available training at all grade levels.</p> <p>** COMPLETED: Administrations took steps during FY 2006 to make sure that employees are informed of available training. The capabilities for online video training on demand were significantly strengthened. Administrations post links to training opportunities . *** VHA reports use of the School-At-Work (SAW) employee developmental program for GS-1-4 staff at some VISNs and will seek to expand the program during FY 2007.</p>	09/30/2006
<p>Other.</p> <p>** An automated workforce analysis tool was developed during FY 2006 to measure the amount of career improvement movement into new occupations for GS employees grade 9 and below, and differences between Administrations were noted. During FY 2007 it was found that this upward mobility was widespread and proportionate to availability.</p>	09/30/2007
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
** The fundamental issue regarding grade disparity was laid to rest with the analysis which showed no current differences in promotion and award rates by RNO and gender or veteran status.	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Targeted disabilities representation has been declining for years.
BARRIER ANALYSIS 3: (National)	Tables B1-3 show a decline in FY05, and our Disability Change Report shows this has been a long term trend.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	VA is well above the government average in the representation of persons with targeted disabilities, but there is not a sufficient effort to recruit new individuals.
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Increase the representation of individuals with targeted disabilities.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	03/31/2006

TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
	TARGET DATE (Must be specific) example: mm/dd/yyyy
<p>Ensure that the Selective Placement Coordinators are fully trained to answer questions from disabled individuals applying for jobs, advocate on their behalf, and are knowledgeable of the CAP program. ** COMPLETED: Administrations have designated a selective placement coordinator in each facility that produces an EEO Report. An evaluation showed that they did not have much impact during FY 2007, so their productivity will be tracked during FY 2008.</p>	09/30/2008
<p>Contact local disability affinity groups to seek job applicants. ** UNDERWAY: Disability affinity groups are being included in the Community Prosperity Partnership (CPP) program. Develop an MOU with a disability affinity by the end of FY 2007, now delayed to FY 2008.</p>	12/31/2007
<p>Expand use of the WRP program. ** UNDERWAY: To be included in the targeted recruitment guidance noted in Barrier Analysis 1. A little progress was made in FY 2007 and more hires are anticipated in FY 2008.</p>	09/30/2007
<p>Expand use of relevant Special Hiring Authorities. ** VA hired more than 10,000 new employees using Special Hiring Authorities in FY 2007. We continue to investigate the distribution of those hires by race and gender.</p>	09/30/2012
<p>Ensure that EEO staff and managers are trained in reasonable accommodations and the CAP program. ** UNDERWAY: General Counsel has produced at least 20 hours of video training on disabilities topics, and this is a routine topic in VHA EEO training.</p>	12/31/2008
<p>Other. ** UNDERWAY: Employee Express was updated in FY 2007 to allow employees to self-identify their race and ethnicity, and their disability status. The updates will take place in FY 2008.</p>	09/30/2008
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
** A national goal of 2.2% targeted disabilities by FY 2010 has been established.	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Veterans representation has been declining for years.
BARRIER ANALYSIS 4: (National)	Our Veterans Change Report shows a decline.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	VA is well above the government average in the representation of veterans and disabled veterans, but there is not a sufficient effort to recruit new individuals.
OBJECTIVE:	Increase the representation of veterans and disabled veterans.

State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	03/31/2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Ensure that the Selective Placement Coordinators are fully trained to answer questions from veterans applying for jobs and advocate on their behalf. ** COMPLETED: A selective placement coordinator has been designated at each facility that produces an EEO Report.	09/30/2006
Coordinate with near-by military facilities to ensure that separating individuals are aware of job opportunities in VA. ** UNDERWAY: Regions are expanding their coordination. Specific plans should be identified during FY 2007 or FY 2008.	09/30/2007
Coordinate with near-by veterans' affinity groups. ** UNDERWAY: VA has long had associations with national veterans affinity groups. Develop and implement plans at each region.	09/30/2007
Reach out to near-by areas that may have concentrations of veterans, such as Indian Reservations. ** UNDERWAY: This will be part of the targeted recruitment efforts described above.	09/30/2007
Expand use of relevant Special Hiring Authorities. ** ACCOMPLISHED: VA hired more than 4,100 new employees under VEOA and 1,400 under VRA.	09/30/2007
Other. ** COMPLETED: The Beneficiary Identification and Records Locator System (BIRLS) for veterans data has been incorporated into the COIN PAID system for a single accurate count. Many veterans were not identified in our HR system previously. Accurate analysis starts with the December FY 2007 data. At least 15,000 additional veterans have been discovered on the VA rolls.	09/30/2006

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE
** VA has started the Community Partnership Program (CPP), a major new program to improve outreach to and recruitment of veterans, in coordination with veterans groups, diversity affinity groups, and other Federal agencies. In November 2007 there was an event in Orlando. As this program expands across the country, additional affinity groups will be added.

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Training in EEO topics is not sufficiently available.
BARRIER ANALYSIS 5: (National)	The training video "How to write an EEO Report" has been broadcast on the in-house TV channel and made available for on-demand viewing as well as distributed in VHS and DVD formats. But many additional EEO topics are not universally available.
STATEMENT OF IDENTIFIED BARRIER:	It is too expensive to conduct face-to-face training on all the necessary EEO topics to all VA facilities. VAKN should have greatly increased capability, availability, and tracking on on-line training in FY07.

Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Ensure that EEO staff are fully trained in EEO matters.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	03/31/2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Ensure that EEO staff and SEPMs are aware of the EEO materials available on-line from VALO, available for on-demand viewing on VAKN, available as published documents, and available through other means such as conference calls, shadowing assignments, etc. ** COMPLETED: The training video "How to Write an EEO Report" was completed in FY 2006 and updated in FY 2007. It was broadcast repeatedly and available on demand on most employee PCs.	09/30/2006
Maintain an EEO staff, including succession planning for EEO managers approaching retirement age, that is fully trained in the EEO core curriculum and in management skills. ** UNDERWAY: In FY 2007 an evaluation showed systematic weaknesses in many field EEO Reports, so face-to-face training was provided to nearly every EEO employee. The FY 2007 reports showed considerable improvement, but further improvement is needed. More focused training will be provided in FY 2008.	09/30/2007
(Headquarters) Investigate off-the-shelf EEO training for electronic distribution within VA. ** UNDERWAY: DM&EEO reviewed a number of OTS EEO training packages and purchased the best of them during FY 2007. Similar efforts are anticipated in FY 2008.	09/30/2008
Other. ** COMPLETED: VHA made the SEPM tool box and the New EEO Manager training available to other Administrations.	09/30/2006
Other. ** COMPLETED: DM&EEO developed two additional modules for the "How to Write an EEO Report" on-demand video training.	09/30/2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	The systems approach to identifying and eliminating factors that could reduce equal opportunity has not been completed and fully implemented. The headquarters offices are responsible for this barrier. Field facilities should not respond.
BARRIER ANALYSIS 6: (National)	These issues were identified in the FY04 EEO Report to be addressed by headquarters EEO Managers.

STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The systems approach to identifying and eliminating factors that could reduce equal opportunity has not been completed.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Headquarters completes the EEO systems.	
RESPONSIBLE OFFICIAL:	Assistant Secretary HR&A	
DATE OBJECTIVE INITIATED:	03/31/2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Develop an EEO core curriculum and the needed technical EEO training, as well as EEO training for supervisors, for broadcast, on-demand viewing and DVDs. ** UNDERWAY: The core curriculum has been developed and agreed to. Nine training modules for EEO staff have been developed and made available for on-demand online viewing and on DVD. The plan for producing similar training for supervisors was delayed until FY 2008, and the FY 2007 focus was placed on face-to-face training with EEO staff.		09/30/2008
Develop and implement a plan for complaints prevention based on surveys of employees (either new surveys or with new items in ongoing surveys). ** NOT STARTED YET: DM&EEO decided to finish the workforce data efforts before starting on the survey data. The analysis of survey results to guide EEO Audits will start in FY 2008.		09/30/2008
Develop an Applicant Flow data system; complete Table 7 and Part J. ** WAITING ON EEOC: VA and OPM have agreed to include an applicant background form in the online USA Staffing. EEOC has agreed to produce an OMB-approved applicant background form. VA will develop a system to track applicant data, and a system to insert the results in Table 12, Part J, and appropriate automated reports when an approved form is available.		09/30/2008
Develop an Applicant Flow data system for career development training; automate Table 12. ** WAITING ON AN OMB-APPROVED FORM FROM EEOC: DM&EEO will capture this information from OPM's EHRI effort as soon as EEOC identifies the codes that define career development training.		09/30/2007
Automate Tables 9 and 10, or some substitute based on available data elements, and automate the other needed workforce data tools. ** COMPLETED: An alternate Table 9 was developed on schedule during FY 2006. No systematic bias in promotions or awards was found. This suggests that a new table is not needed.		09/30/2007
Publish the needed policies and handbooks. ** COMPLETED.		09/30/2007
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
** VA has decided to move to USA Staffing for automated recruitment. It is expected to start in FY 2007 and will take another five years until fully implemented in all facilities. *** VA is still waiting on		

EEOC to identify the codes that define career development training in EHRI. *** The major systems effort of FY 2008 will be the development of a comprehensive Strategic Human Capital Plan, integrating recruitment, career pathing and upward mobility, succession planning, and training. EEO would be an integral part of each aspect.

EEOC FORM 715-01 PART J

PART I Department or Agency Information	1. Agency	1. U.S. Department of Veterans Affairs
	1.a. 2 nd Level Component	1.a.
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY07.		... end of FY07.		Net Change		
		Number	%	Number	%	Number	Rate of Change	
	Total Work Force	238,580	100.00%	252,974	100.00%	14,394	06.03%	
	Reportable Disability	18,504	07.76%	19,990	07.90%	1,486	08.03%	
	Targeted Disability*	3,564	01.49%	3,756	01.48%	192	05.39%	
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						***	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						527	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	8,724	874	10.02%	129	01.48%	1,071	12.28%	6,650	76.23%
4. Non-Competitive Promotions	7,236	842	11.64%	113	01.56%	475	06.56%	5,806	80.24%
5. Employee Development/Training	***	***	***	***	***	***	***	***	***
5.a. Grades 5 - 12	***	***	***	***	***	***	***	***	***
5.b. Grades 13 - 14	***	***	***	***	***	***	***	***	***
5.c. Grade 15/SES Development Training	***	***	***	***	***	***	***	***	***
6. Employee Recognition and Awards	---	---	---	---	---	---	---	---	---
6.a. Time-Off Awards (Total hrs awarded)	177,523	14,571	08.21%	2,323	01.31%	32,351	18.22%	128,278	72.26%

6.b. Cash Awards (total \$\$\$ awarded)	\$36,721,944	\$2,886,098	07.86%	\$442,172	01.20%	\$8,808,835	23.99%	\$24,584,839	66.95%
6.c. Quality-Step Increase	1,672	138	08.25%	23	01.38%	333	19.92%	1,178	70.45%

*** = Data is not currently being collected.

Data shown includes full-time, part-time and intermittent permanent and temporary employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for a listing of the Nature of Action codes that are included for Time-Off awards, Cash Awards, and Quality-Step Increase.

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2007

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	3694	3340
1. COUNSELED WITHIN 30 DAYS	2647	2413
2. COUNSELED WITHIN 31 TO 90 DAYS	1014	999
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	126	125
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	759	753
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	129	128
3. COUNSELED BEYOND 90 DAYS	33	33
4. COUNSELED DUE TO REMANDS	0	0
ADR INTAKE OFFICER		
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0
COMBINED TOTAL		
C. TOTAL COMPLETED/ENDED COUNSELINGS	3694	3340
1. COUNSELED WITHIN 30 DAYS	2647	2413
2. COUNSELED WITHIN 31 TO 90 DAYS	1014	999
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	126	125
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	759	753
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	129	128
3. COUNSELED BEYOND 90 DAYS	33	33
4. COUNSELED DUE TO REMANDS	0	0
D. COUNSELING ACTIVITIES		
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	509	377
2. INITIATED DURING THE REPORTING PERIOD	3846	3469
3. COMPLETED/ENDED COUNSELINGS	3694	3340
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	181	181
b. WITHDRAWALS/NO COMPLAINT FILED	1544	1489
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1891	1734
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	78	78
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	661	489

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	4	4	\$ 14755.00
1. COMPENSATORY DAMAGES	1	1	\$ 5500.00
2. BACKPAY/FRONTPAY	1	1	\$ 0.00
3. LUMP SUM PAYMENT	3	3	\$ 8875.00
4. ATTORNEY FEES AND COSTS	1	1	\$ 380.00
5.	0	0	0.00
6.	0	0	0.00
7.	0	0	0.00
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	43	43	
1. HIRES	1	1	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	1	1	
2. PROMOTIONS	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
3. EXPUNGEMENTS	2	2	
4. REASSIGNMENTS	7	7	
5. REMOVALS RESCINDED	5	5	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	5	5	
6. ACCOMMODATIONS	0	0	
7. TRAINING	12	12	
8. APOLOGY	3	3	
9. DISCIPLINARY ACTIONS	9	9	
a. RESCINDED	9	9	
b. MODIFIED	0	0	
10. PERFORMANCE EVALUATION MODIFIED	7	7	
11. LEAVE RESTORED	2	2	
12. Improve Communication/Detail	10	10	
13. Priority Consideration/Assignment of Duties	4	4	
G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	11	11	\$ 11654.00
1. COMPENSATORY DAMAGES	1	1	\$ 904.00
2. BACKPAY/FRONTPAY	4	4	\$ 500.00
3. LUMP SUM PAYMENT	4	4	\$ 5750.00
4. ATTORNEY FEES AND COSTS	2	2	\$ 4500.00
5.	0	0	0.00
6.	0	0	0.00
7.	0	0	0.00
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	123	123	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	3	3	
a. RETROACTIVE	1	1	
b. NON-RETROACTIVE	2	2	
3. EXPUNGEMENTS	7	7	
4. REASSIGNMENTS	8	8	
5. REMOVALS RESCINDED	5	5	
a. REINSTATEMENT	2	2	
b. VOLUNTARY RESIGNATION	3	3	
6. ACCOMMODATIONS	3	3	
7. TRAINING	26	24	
8. APOLOGY	7	7	
9. DISCIPLINARY ACTIONS	22	20	
a. RESCINDED	16	14	
b. MODIFIED	6	6	
10. PERFORMANCE EVALUATION MODIFIED	7	7	
11. LEAVE RESTORED	5	5	
12. Improve communication/shift of duty change/reclassification of job	32	29	
13. priority consideration/assignment of duties	7	7	
I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	47	47	

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2007

PART II - FORMAL COMPLAINT ACTIVITIES

1857	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
1923	B. COMPLAINTS FILED
69	C. REMANDS
35	C.1. REMANDS (NOT INCLUDED IN A. OR B.)
34	C.2. REMANDS (INCLUDED IN A. OR B.)
3815	D. TOTAL COMPLAINTS
3759	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
1839	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
56	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
36	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
1940	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))
1769	J. INDIVIDUALS FILING COMPLAINTS
27	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE	252661			
b. PERMANENT EMPLOYEES	227322			
2. COUNSELOR	38		3	
a. FULL-TIME	38	100.00	0	0.00
b. PART-TIME	0	0.00	3	100.00
c. COLLATERAL DUTY	0	0.00	0	0.00
3. INVESTIGATOR	46		56	
a. FULL-TIME	46	100.00	22	39.29
b. PART-TIME	0	0.00	34	60.71
c. COLLATERAL DUTY	0	0.00	0	0.00
4. COUNSELOR/INVESTIGATOR	7		21	
a. FULL-TIME	7	100.00	3	14.29
b. PART-TIME	0	0.00	18	85.71
c. COLLATERAL DUTY	0	0.00	0	0.00

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL	2	0	2	4	0	1
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	2	0	2	4	0	1
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	2	0	2	3	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL	36	3	44	52	7	20
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	36	3	44	52	7	20
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	0	0	0	0	0
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? YES NO
X

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON:
TITLE:

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON: **Rafael A. Torres**
TITLE: **Deputy Assistant Secretary for Resolution Management**

4. WHO DOES THAT PERSON REPORT TO?
PERSON: **Paul Hutter**
TITLE: **Executive in Charge, Human Resources & Administration**

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

REPORTING PERIOD: FY 2007

AGENCY OR DEPARTMENT: Department of Veterans Affairs

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE		
	RACE				RELIGION	REPRISAL	SEX		NATIONAL ORIGIN			EQUAL PAY ACT					MENTAL	PHYSICAL
	AMER INDIAN/ALASKAN NATIVE	ASIAN/PACIFIC ISLANDER	BLACK	WHITE			COLOR	MALE	FEMALE	HRSPANIC		OTHER	MALE					
A. APPOINTMENT/HIRE	0	1	24	1	3	4	17	9	7	2	3	28	5	18	122	76	74	
B. ASSIGNMENT OF DUTIES	0	2	24	6	2	2	36	10	15	3	4	17	6	18	145	116	114	
C. AWARDS	0	2	16	0	1	1	23	3	3	0	1	6	0	1	57	40	40	
D. CONVERSION TO FULL TIME	0	0	1	1	0	0	0	0	0	0	0	53	21	47	420	283	281	
E. DISCIPLINARY ACTION	0	6	63	13	6	2	140	26	25	8	10	2	0	2	13	7	7	
1. DEMOTION	0	1	10	3	1	1	23	6	6	1	2	14	3	6	77	54	53	
2. REPRISAND	0	2	27	4	3	0	48	7	6	2	7	16	5	9	136	88	87	
3. SUSPENSION	0	0	6	1	0	0	17	2	2	0	0	3	9	12	52	41	41	
4. REMOVAL	0	1	2	1	0	0	14	3	2	0	0	6	1	4	34	22	22	
5. Disciplinary Action - Admonishment	0	1	11	1	1	1	14	1	4	1	2	1	0	2	7	7	7	
6. Disciplinary Action - Letter of Warning	0	1	1	1	1	1	31	6	9	5	1	11	3	12	101	64	64	
7. Disciplinary Action - Verbal or Written Counseling	0	2	15	4	1	1	59	9	12	0	6	5	1	7	50	37	36	
F. DUTY HOURS	0	3	24	3	2	1	59	9	12	0	6	15	4	10	148	101	97	
G. EVALUATION/APPRaisal	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	
H. EXAMINATION TEST	2	11	169	34	18	24	255	66	166	13	35	117	34	96	1040	747	713	
I. HARASSMENT	2	11	169	34	18	24	246	52	107	13	35	117	34	96	958	672	638	
1. NON-SEXUAL	0	0	0	0	0	0	9	14	59	0	0	2	3	4	82	75	75	
2. SEXUAL	0	0	3	0	2	1	4	2	2	0	2	2	3	4	23	15	15	
J. MEDICAL EXAMINATION	0	1	28	5	2	2	26	11	8	1	3	22	2	8	125	82	82	
K. PAY INCLUDING OVERTIME	2	10	134	26	12	5	137	68	40	20	18	145	10	56	663	452	434	
L. PROMOTION/NON-SELECTION	0	0	14	2	1	1	33	10	15	3	2	23	3	12	119	78	78	
M. REASSIGNMENT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
1. DENIED	0	0	0	0	0	0	33	10	15	3	2	23	3	12	119	78	78	
2. DIRECTED	0	0	14	2	1	1	16	0	0	0	0	0	0	0	0	0	0	
N. REASONABLE ACCOMMODATION	0	0	0	0	0	2	16	0	0	0	0	0	0	0	2	2	2	
O. REINSTATEMENT	0	1	9	1	1	1	8	3	2	0	1	10	3	7	47	26	26	
P. RETIREMENT	0	3	49	6	6	8	26	10	22	1	6	30	21	41	229	154	153	
Q. TERMINATION	0	0	11	2	2	1	16	4	5	1	4	8	2	4	60	44	44	
R. TERMS/CONDITIONS OF EMPLOYMENT	0	2	32	4	4	3	63	9	17	4	7	22	11	20	198	132	129	
S. TIME AND ATTENDANCE	0	1	13	3	2	0	19	7	3	0	0	6	1	5	60	46	45	
T. TRAINING	0	0	5	2	1	0	8	2	6	0	1	5	1	2	33	24	24	
1. Detail	0	1	3	0	2	0	8	1	3	1	2	3	1	6	31	18	18	
2. Working Conditions	0	0	2	0	0	0	7	0	0	0	0	2	0	2	13	11	11	
3. Performance Based Action - Performance Improvement	0	0	0	1	0	0	3	0	0	4	9	0	0	0	17	4	4	
4. Performance Based Action - Performance Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL ISSUES BY BASES	4	45	635	111	68	59	920	249	356	62	116	2	5	144	431			
TOTAL COMPLAINTS FILED BY BASES	4	30	515	90	51	51	683	205	279	43	81	2	5	419	332			
TOTAL COMPLAINTS BY BASES	4	29	497	89	51	50	593	201	271	43	81	2	5	408	322			

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2007

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

1423	1. TITLE VII
385	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
406	3. REHABILITATION ACT
11	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

2225 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	1875	685869	365.80
1. WITHDRAWALS	286	58254	203.69
a. NON-ADR WITHDRAWALS	277	55804	201.46
b. ADR WITHDRAWALS	9	2450	272.22
2. SETTLEMENTS	387	200187	517.28
a. NON-ADR SETTLEMENTS	331	173487	524.13
b. ADR SETTLEMENTS	56	26700	476.79
3. FINAL AGENCY DECISIONS (B+C)	1202	427428	355.60
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	881	232521	
1. FINDING DISCRIMINATION	6	2276	379.33
2. FINDING NO DISCRIMINATION	505	193416	383.00
3. DISMISSAL OF COMPLAINTS	370	36829	99.54
C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	321	194907	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	308	184494	
(a) FINDING DISCRIMINATION	14	9151	653.64
(b) FINDING NO DISCRIMINATION	275	164976	599.91
(c) DISMISSAL OF COMPLAINTS	19	10367	545.63
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	13	10413	
(a) FINDING DISCRIMINATION (i+ii+iii)	13	10413	801.00
i. AGENCY APPEALED FINDING BUT NOT REMEDY	1	482	482.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	5	4699	939.80
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	7	5232	747.43
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY				
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS				
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)				
AGENCY OR DEPARTMENT: Department of Veterans Affairs			REPORTING PERIOD: FY 2007	
PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)				
	TOTAL	TOTAL	AVERAGE	
	NUMBER	DAYS	DAYS	
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	511	31153	60.96	
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	133	7348	55.25	
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	83	2949	35.53	
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	50	4399	87.98	
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	284	19739	69.50	
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	178	6134	34.46	
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	106	13605	128.35	
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)	94	4066	43.26	
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	74	2290	30.95	
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE	20	1776	88.80	
PART VII - SUMMARY OF COMPLAINTS CLOSED WITH BENEFITS				
DURING FORMAL COMPLAINT STAGE				
		AMOUNT		
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS	407			
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	160	\$ 2797375.49		
1. BACK PAY/FRONT PAY	13	\$ 63445.62		
2. LUMP SUM PAYMENT	124	\$ 2501138.87		
3. COMPENSATORY DAMAGES	23	\$ 232791.00		
C. CLOSURES WITH ATTORNEY FEES AND COSTS	85	\$ 705990.51		
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	245	\$ 3503365.99		
E. CLOSURES WITH NON-MONETARY BENEFITS	164			
F. TYPES OF BENEFITS		NUMBER OF CLOSURES	NUMBER OF CLOSURES WITH	
		WITH MONETARY BENEFITS	NON-MONETARY BENEFITS	
1. HIRES		7	2	
a. RETROACTIVE		5	0	
b. NON-RETROACTIVE		2	2	
2. PROMOTIONS		13	6	
a. RETROACTIVE		12	1	
b. NON-RETROACTIVE		1	5	
3. EXPUNGEMENTS		30	27	
4. REASSIGNMENTS		20	26	
5. REMOVALS RESCINDED		12	7	
a. REINSTATEMENT		6	3	
b. VOLUNTARY RESIGNATION		6	4	
6. ACCOMMODATIONS		7	12	
7. TRAINING		6	12	
8. APOLOGY		0	3	
9. DISCIPLINARY ACTIONS		35	32	
a. RESCINDED		18	15	
b. MODIFIED		17	17	
10. PERFORMANCE EVALUATION MODIFIED		4	6	
11. LEAVE RESTORED		25	18	
12. LUMP SUM PAYMENT		0	0	
13. Assignment of Duties/Reclassification/Telework/Apology		19	29	
14. Desk Audit/Detail/Neutral Reference/Duty Hrs/SCA		10	23	

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD: FY 2007**

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	1943	686613		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	35	653	18.66	47
2. COMPLAINTS PENDING IN INVESTIGATION	699	64545	92.34	404
3. COMPLAINTS PENDING IN HEARINGS	1023	535382	523.35	3503
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	186	86033	462.54	3268

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	1505	331224	220.08
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	1355	306173	225.96
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	383	54728	142.89
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	888	215090	242.22
1. TIMELY COMPLETED INVESTIGATIONS	254	65005	255.93
2. UNTIMELY COMPLETED INVESTIGATIONS	634	150085	236.73
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	84	36355	432.80
2. AGENCY INVESTIGATION COSTS	\$ 4667898.00		3444.94
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	150	25051	167.01
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	100	14649	146.49
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	50	10402	208.04
1. TIMELY COMPLETED INVESTIGATIONS	6	1416	236.00
2. UNTIMELY COMPLETED INVESTIGATIONS	44	8986	204.23
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. CONTRACTOR INVESTIGATION COSTS	\$ 496458.00		3309.72

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs REPORTING PERIOD: FY 2007

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED BY AGENCY	2280	2132		
2. REJECTED BY COUNSELEE	1223	1147		
3. REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	49	48		
4. TOTAL ACCEPTED INTO ADR PROGRAM	1008	995		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS	1008	995		
1. INHOUSE	291	288		
2. ANOTHER FEDERAL AGENCY	594	584		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	123	123		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6.	0	0		
7.	0	0		
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS	1008	995	64252	63.74
1. MEDIATION	973	940	61883	63.60
2. SETTLEMENT CONFERENCES	5	5	299	59.80
3. EARLY NEUTRAL EVALUATIONS	3	3	208	69.33
4. FACTFINDING	5	5	320	64.00
5. FACILITATION	22	22	1542	70.09
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED	1008	996	66435	65.91
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	134	134	9538	71.18
b. NO FORMAL COMPLAINT FILED	328	328	21382	65.19
c. NO RESOLUTION	490	481	31748	64.79
d. NO ADR ATTEMPT	34	34	2003	58.91
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	22	22	1764	80.18
2. OPEN INVENTORY - ADR PENDING				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)


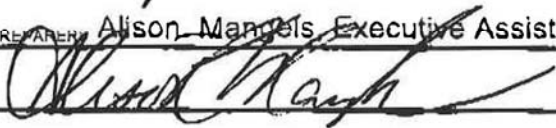
AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2007

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD					
B. ADR ACTIONS IN COMPLAINT CLOSURES					
1.	ADR OFFERED BY AGENCY	139	135		
2.	REJECTED BY COMPLAINANT	53	49		
3.	REJECTED BY AGENCY (INCLUDES MANAGEMENT OFFICIALS)	0	0		
4.	TOTAL ACCEPTED INTO ADR PROGRAM	86	86		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES		86	86		
1.	INHOUSE	37	37		
2.	ANOTHER FEDERAL AGENCY	34	34		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	15	15		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.		0	0		
7.		0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES		86	86	6653	77.36
1.	MEDIATION	81	81	6563	81.02
2.	SETTLEMENT CONFERENCES	4	4	90	22.50
3.	EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4.	FACTFINDING	0	0	0	0.00
5.	FACILITATION	1	1	0	0.00
6.	OMBUDSMAN	0	0	0	0.00
7.	MINI-TRIALS	0	0	0	0.00
8.	PEER REVIEW	0	0	0	0.00
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10.		0	0	0	0.00
11.		0	0	0	0.00
12.		0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES		COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	86	86	6673	77.59
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	56	56	4227	75.48
b.	WITHDRAWAL FROM EEO PROCESS	9	9	762	84.67
c.	NO RESOLUTION	13	13	1036	79.69
d.	NO ADR ATTEMPT	8	8	648	81.00
2.	OPEN INVENTORY - ADR PENDING				
F. BENEFITS RECEIVED		COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTAL)	19	19	\$ 337570.00	
a.	COMPENSATORY DAMAGES	1	1	\$ 6000.00	
b.	BACKPAY/FRONTPAY	3	3	\$ 1220.00	
c.	LUMP SUM	12	12	\$ 323100.00	
d.	ATTORNEY FEES AND COSTS	4	4	\$ 7250.00	
e.		0	0	\$ 0.00	
f.		0	0	\$ 0.00	
g.		0	0	\$ 0.00	
2.	NON-MONETARY (INSERT TOTAL)	54	54		
a.	HIRES	1	1		
i.	RETROACTIVE	0	0		
ii.	NON-RETROACTIVE	1	1		
b.	PROMOTIONS	1	1		
i.	RETROACTIVE	1	1		
ii.	NON-RETROACTIVE	0	0		
c.	EXPUNGEMENTS	4	4		
d.	REASSIGNMENTS	6	6		
e.	REMOVALS RESCINDED	3	3		
i.	REINSTATEMENT	0	0		
ii.	VOLUNTARY RESIGNATION	3	3		
f.	ACCOMMODATIONS	3	3		
g.	TRAINING	9	9		
h.	APOLOGY	0	0		
i.	DISCIPLINARY ACTIONS	9	9		
i.	RESCINDED	6	6		
ii.	MODIFIED	3	3		
j.	PERFORMANCE EVALUATION MODIFIED	4	4		
k.	LEAVE RESTORED	9	9		
l.	Reclassification/Improve Communications/Quality Step Increase	9	9		
m.	Neutral Reference/Voluntary Retirement	8	8		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)			
AGENCY OR DEPARTMENT: Department of Veterans Affairs		REPORTING PERIOD: FY 2007	
PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES			
EEO ADR TRAINING AND RESOURCES			
		NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	16154	9108
2.	EMPLOYEES	236507	196530
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		252661	
C. RESOURCES AVAILABLE FOR ADR		720	
1.	IN-HOUSE FULL TIME	9	
2.	IN-HOUSE PART TIME	0	
3.	IN-HOUSE COLLATERAL DUTY	711	
4.	CONTRACT	0	
		AMOUNT	
D. ADR FUNDING SPENT		\$ 60500.00	
CERTIFICATION AND CONTACT INFORMATION			
I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, are accurate and complete.			
TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Rafael A Torres, Deputy Assistant Secretary for Resolution Management			
SIGNATURE OF CERTIFYING OFFICIAL: 			
TYPED NAME AND TITLE OF PREPARER: Alison Mangels, Executive Assistant			
SIGNATURE OF PREPARER: 			
DATE: 11/13/2007	TELEPHONE NUMBER: 202-501-2804	E-MAIL: alison.mangels@va.gov	
This report is due to the following address on or before October 31st: <div style="text-align: center;"> U.S. Equal Employment Opportunity Commission Office of Federal Operations Federal Sector Programs 1801 L Street, NW Washington, DC 20507 </div>			

Appendix A - Comments

Part 3

VBA - III.A.1.a Agency Number - In VA, the Office of Resolution Management is the sole organization responsible for investigating and counseling EEO complaints. ORM has full-time staff to accomplish these functions. When cases are assigned to contractors, ORM managers and pays for these services centrally.

VHA - III.A.1.a Agency Number - In VA, the Office of Resolution Management is the sole organization responsible for investigating and counseling EEO complaints. ORM has full-time staff to accomplish these functions. When cases are assigned to contractors, ORM managers and pays for these services centrally.

NCA - III.A.2 Agency Number - NCA - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.A.2 Contract Number - NCA - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.A.2.a Agency Number - NCA - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.A.4.c Contract Number - NCA - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

NCA - III.A.4.c Contract Percent - NCA - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

Part 6

NCA - VI.A.2 AveDays - This number is correct.

HQ plus - VI.B.2 Ave Days - This number is correct. Cases spend a significant amount of time at hearing.

VHA - VI.C.2.(a).ii Ave Days - This number is correct.

Part 8

VBA - VIII.A.3 Pending Oldest Case - We attempted to contact EEOC district office for the status of the oldest case, but have not yet received a response. Case number 200K-0330-2003103728, Rebecca Anderson filed on 9/15/03.

VHA - VIII.A.3 Pending Oldest Case - We attempted to contact EEOC district office for the status of the oldest case, but have not yet received a response. Case number 200K-0676-2001115496, Steve Dutton filed on 1/7/98.

NCA - VIII.A.3 Pending Oldest Case - We attempted to contact EEOC district office for the status of the oldest case, but have not yet received a response. Case number 200P-0907-2006101683, Garry Alexander filed on 5/2/06.

HQ plus - VIII.A.3 Pending Oldest Case - Spoke with Judge Gladys Collazo and she indicated the case is still pending; however, the decision should be out in the next few days. Case number 2004-0047-2005100753, Elizabeth Hilton filed on 3/7/05.

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AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2007

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

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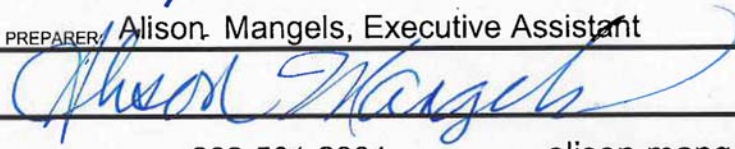
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TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Rafael A Torres, Deputy Assistant Secretary for Resolution Management

SIGNATURE OF CERTIFYING OFFICIAL: 

TYPED NAME AND TITLE OF PREPARER: Alison Mangels, Executive Assistant

SIGNATURE OF PREPARER: 

DATE: 11/13/2007 **TELEPHONE NUMBER:** 202-501-2804 **E-MAIL:** alison.mangels@va.gov

This report is due to the following address on or before October 31st:

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507