29 CFR §1614.704(a) - (c)	29 CFR	§1614.705	Comp	arative	Data	
Complaint Activity	Pre	vious Fis	cal Yea	ar Data		2009 Q3
Complaint Activity	2004	2005	2006	2007	2008	
Number of Complaints Filed in FY 1614.704(a)	119	140	114	117	145	113
Number of Complainants 1614.704(b)	112	126	107	106	132	110
Repeat Filers 1614.704(c)	7	14	6	8	16	4

29 CFR §1614.704(d)	29 CFR §	29 CFR §1614.705 Comparative Data								
Complaints by Pacis	Pre	vious Fis	cal Yea	ar Data		2009 Q3				
Complaints by Basis	2004	2005	2006	2007	2008					
Race	45	58	96	75	82	171				
Color	7	2	3	1	12	12				
Religion	1	2	2	2	4	2				
Reprisal	55	36	58	90	91	97				
Sex	30	48	61	57	68	126				
National Origin	7	4	11	8	4	1				
Equal Pay Act					0	0				
Age	30	44	48	84	54	106				
Disability	21	33	49	93	71	111				
Other	0	2	4	2	0	0				
Non-EEO										

29 CFR §1614.704(e)	29 CFR §	1614.705	Comp	arative	Data	
Compleints by leave	Pre	vious Fise	cal Yea	ar Data		2009 Q3
Complaints by Issue	2004	2005	2006	2007	2008	
Appointment/Hire	1	2	14	10	6	5
Assignment of Duties	15	8	16	6	8	5
Awards	4	4	3	4	4	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	32	29	43	27	23	22
Demotion	4	2	0	0	0	2
Reprimand	0	3	7	3	2	2
Suspension	6	10	1	6	6	2
Removal	14	2	0	6	5	5
Other	8	12	35	12	10	11
Duty Hours	2	0	7	0	2	2
Evaluation Appraisal	10	2	8	9	4	7
Examination/Test	3	0	0	0	0	0
Harassment	65	34	109	93	45	125
Non-Sexual	60	33	102	90	39	112
Sexual	5	1	7	3	6	13
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	3	1	2	3	1	0
Promotion/Non-Selection	50	55	67	50	65	34
Reassignment	0	4	6	2	3	4
Denied						
Directed						
Reasonable Accommodation	8	11	9	13	15	9
Reinstatement	0	1	0	1	0	0
Retirement	0	3	4	3	1	2
Termination	0	7	12	25	14	17
Terms/Conditions of Employment	6	3	2	2	1	0
Time and Attendance	4	12	8	5	9	13
Training	0	5	1	2	4	2
Other	0	0	0	27	33	22

Processing Time "post the average length of time	it takes to	29 CFR §1614.704(f)											Ave.
complete each step of the process for every complete					Prev	ious Fisc	al Yea	r Data				Num.	Davs
pending during any time of the then fiscal year		Num.	Ave.	Num.	Ave.	Num.	Ave.	Num.	Ave.D	Num.	Ave.D		
portaining durining arry times or the triest recour yet			Days		Days		Days		ays		ays	2009	9 Q3
		2004		2005		2006		200	7	200	8		
All complaints pending in Investigative Stage	1614.704	39	66	69	114	44	151	25	145	36	127	34	106
All complaints pending in Final Agency Action Stage	(f) (1)	42	369	16	70	10	756	16	468	12	294	14	420
All complaints pending in which Hearing was not	1614.704	25	298	42	144								
requested	(f) (2)					9	749	18	256	31	231	13	415
Time in Investigation Stage		25	222	42	72	9	211	18	189	31	172	13	201
Time to issue Final Agency Action		25	76	42	70	33	64	18	67	31	59	20	82
All complaints pending in which a Hearing was	1614.704	22	244	27	693								
requested	(f) (3)					49	550	18	245	14	193	95	544
Time in Investigation Stage		22	225	27	76	49	215	18	229	14	183	95	193
Time to issue Final Agency Action		22	19	27	10	28	11	18	16	14	10	13	13

^{*} This figure includes the average delay getting the file to Department's adjudication office (OEDCA) in VA's Central Office of 10 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 72 days.

29 CFR §1614.704(g)	29 CFR §	§1614.705	Comp	arative	Data	
Complaints Dismissed by Agency Pursuant to	Pre	vious Fis	cal Yea	ar Data		2009 Q3
1614.107(a)	2004	2005	2006	2007	2009	
Total Complaints Dismissed by Agency	27	27	13	25	19	26
Average days pending prior to dismissal	599	69.7	49.5	41.76	40.7	48.62

29 CFR §1614.704(h)	29 CFR §	1614.705	Comp	arative	Data	
	Previous Fiscal Year Data					2009 Q3
Complaints Withdrawn by Complainants (h)	2004	2005	2006	2007	2008	
Total Compaints Withdrawn by Complainants	10	12	15	13	12	15

29 CFR §1614.704(i)		29 CFR §1614.705 Comparative Data										
		Previous Fiscal Year Data										
Total Final Agency Actions Finding Discrimination	2004											
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)		1	3		1		1		2		2	100%
Without Hearing 704(i)(2)	(0%	1	33%	1	100%	0	0%	1	50%	0	
With Hearing 704(i)(3)	,	1 100%	2	67%	0	0%	1	100%	1	50%	2	100%

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
				Previo	us Fis	cal Year D	Data				2009	9 Q3
Findings of Discrimination Rendered by Basis	2004	2004			2006		2	2007 2		800		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	1		3		1		1		2	100%	2	100%
Race	1	100%					1	100%			1	33%
Color												
Religion												
Reprisal	1	100%	1	33%			1	100%	1	50%		
Sex			1	33%								
National Origin												
Equal Pay Act												
Age			1	33%							2	67%
Disability			1	33%	1	100%	·		1	50%		
Non EEO				·					·			

29 CFR §1614.704(j)			29 C	FR §16	14.705	Compara	tive Da	ata				
				Previo	us Fis	cal Year D	Data				200	9 Q3
Findings of Discrimination Rendered by Basis	2004		2005	2005		2006		007	2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings Without Hearing 704(j)(2)	0		1		1		0	0%	1	50%	0	0%
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability			1	100%	1	100%			1	100%		
Non EEO												

29 CFR §1614.704(j)				29 (29 CFR §1614.704(i)								
				Previo	us Fis	cal Year I	Data				200	9 Q3	
Findings of Discrimination Rendered by Basis	2004		2005		2006		2007		2008				
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(j)(1)	1		3		1		1		2	100%	2	100%	
Number Findings Rendered	1		2		0								
After Hearing 704(j)(3)							1	100%	1	50%	2	100%	
Race	1	100%					1	100%			1	100%	
Color													
Religion													
Reprisal	1	100%	1	100%			1	100%	1	100%			
Sex			1	100%									
National Origin													
Equal Pay Act													
Age			1	100%							2	100%	
Disability													
Non EEO													

29 CFR §1614.704(k)			29 C	FR §16	14.705	Compara	tive D	ata				
				Previo	us Fisc	cal Year [Data				200	9 Q3
Findings of Discrimination Rendered by Issue	2004		2005		2006		2	007	2	800		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	1		3		1		1		2		2	100%
Appointment/Hire												
Assignment of Duties	1	100%										
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal									1	50%		
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection	1	100%	2	67%			1	100%			2	100%
Reassignment												
Denied												
Directed												
Reasonable Accommodation			1	33%	1	100%			1	50%		
Reinstatement												
Retirement												
Termination									1	50%		
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
				Previo	us Fisc	cal Year	Data				200	9 Q3
Findings of Discrimination Rendered by Issue	2004		2005		2006		2	007	2	800		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings Without Hearing - 704(k)(2)	0		1		1		0	0%	1	50%	0	0%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation			1	100%	1				1	100%		
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data									2009 Q3		
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	1		3		1		1		2	100%	2	100%
Findings After Hearing 704(k)(3)	1		2		0		1	100%	1	50%	2	100%
Appointment/Hire												
Assignment of Duties	1	100%										
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal									1	100%		
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection	1	100%	2	67%			1	100%			2	100%
Reassignment												
Denied												
Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination									1	100%		
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

29 CFR §1614.704(I)	29 CFR §	2009 Q3						
Complaints Pending From Previous Fiscal Years by		Previous Fiscal Year Data						
Status	2004	2005	2006	2007	2008			
Total complaints from previous Fiscal Years 704(I)(1)	79	52	43	43	39	81		
Total Complainants 704(I)(2)	67	47	40	42	35	69		
Number complaints pending: 704(I)(3)	-							
Investigation	84	0	0	3	0	0		
ROI issued, pending Complainant's action	NA*	5	2	1	0	0		
Hearing	125	65	43	31	36	71		
Final Agency Action	18	9	7	8	6	9		
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA*	NA*	NA	1		
*Do not track	•							

29 CFR §1614.704(m)	29 CFR §	2009 Q3				
Complaint Investigations	Pre					
Complaint investigations	2004	2005	2006	2007	2008	
Number Pending Completion of Investigation	39	36	14	25	36	34
Pending Investigations Over Required Time Frames	4	1	4	6	5	0