

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

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2012
	2007	2008	2009	2010	2011	
Number of Complaints Filed in FY 1614.704(a)	26	19	13	23	21	18
Number of Complainants 1614.704(b)	26	17	13	22	19	12
Repeat Filers 1614.704(c)	0	1	0	1	2	1

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2012
	2007	2008	2009	2010	2011	
Race	4	13	10	13	8	10
Color	0	0	0	0	1	1
Religion	0	0	0	0	0	0
Reprisal	19	8	9	12	9	6
Sex	12	9	2	7	6	2
National Origin	2	0	0	1	1	1
Equal Pay Act	0	0	0	0	0	0
Age	16	5	4	4	3	9
Disability	12	8	3	7	6	10
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2012
	2007	2008	2009	2010	2011	
Appointment/Hire	2	0	0	1	0	7
Assignment of Duties	0	3	1	1	1	0
Awards	0	1	0	0	0	1
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>	<b>9</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>4</b>
Demotion	0	0	0	1	0	1
Reprimand	0	1	0	2	0	0
Suspension	9	2	2	0	4	3
Removal	0	0	0	0	1	0
Other	0	0	1	2	1	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	1	0	1	0	0
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>	<b>19</b>	<b>9</b>	<b>3</b>	<b>12</b>	<b>10</b>	<b>4</b>
Non-Sexual	16	8	3	12	9	4
Sexual	3	1	0	0	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	1	0
Promotion/Non-Selection	9	2	6	2	3	1
<b>Reassignment</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Denied						
Directed						
Reasonable Accommodation	0	0	1	0	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	1	1	0
Termination	2	6	2	2	2	0
Terms/Conditions of Employment	0	1	0	1	0	0
Time and Attendance	3	1	2	2	0	2
Training	0	0	1	0	0	0
Other	8	2	0	3	0	0

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		Previous Fiscal Year Data										Num.	Ave. Days
		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days		
		2007		2008		2009		2010		2011			
All complaints pending in Investigative Stage	1614.704	5	147	3	118	3	90.6	1	127.8	3	107.0	9	112.9
All complaints pending in Final Agency Action Stage	(f) (1)	7	795.9	3	251	1	717	5	326.2	3	618.3	3	616.0
All complaints pending in which Hearing was not requested	1614.704	5	283	2	223	1	717	5	326.2	2	627.5	3	616.0
Time in Investigation Stage	(f) (2)	5	221	2	169	1	210	5	156.8	2	157.0	3	157.3
Time to issue Final Agency Action		5	62	2	54	7	32	2	*108	5	*120	3	*130
All complaints pending in which a Hearing was requested	1614.704	6	203	7	228	5	262	9	406.0	12	473.3	12	499.7
Time in Investigation Stage	(f) (3)	6	189	7	223	5	158	9	159.2	12	167.3	12	163.3
Time to issue Final Agency Action		6	14	7	6	4	18	2	20	2	26	4	20

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2012
	2007	2008	2009	2010	2011	
Total Complaints Dismissed by Agency	5	1	0	5	8	3
Average days pending prior to dismissal	90.6	43	0	41.4	36.6	39.33

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					2012
	2007	2008	2009	2010	2011	
Total Complaints Withdrawn by Complainants	2	2	1	1	0	1











