29 CFR §1614.704(a) - (c)	29 CI	FR §161	4.705	Compa	rative I	Data
On white Aut 1	Pre	vious F	iscal \	ear Da	ta	0040
Complaint Activity	2008	2009	2010	2011	2012	2013
Number of Complaints Filed in FY 1614.704(a)	19	13	23	21	27	8
Number of Complainants 1614.704(b)	17	13	22	19	19	8
Repeat Filers 1614.704(c)	1	0	1	2	3	0

29 CFR §1614.704(d)	29 C	FR §161	14.705	Compa	rative I	Data
Complaints by Basis	Pre	vious F	iscal \	rear Da	ta	2013
	2008					
Race	13	10	13	8	16	6
Color	0	0	0	1	1	0
Religion	0	0	0	0	0	0
Reprisal	8	9	12	9	8	3
Sex	9	2	7	6	4	2
National Origin	0	0	1	1	1	0
Equal Pay Act	0	0	0	0	0	0
Age	5	4	4	3	9	1
Disability	8	3	7	6	12	2
Other	0	0	0	0	0	0
Non-EEO						

29 CFR §1614.704(e)	29 CI	FR §161	4.705	Compa	rative [Data
Complaints by Issue	Pre	vious F	iscal \	ear Da	ta	2013
	2008	2009	2010	2011	2012	
Appointment/Hire	0	0	1	0	10	0
Assignment of Duties	3	1	1	1	0	2
Awards	1	0	0	0	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	3	3	5	6	4	1
Demotion	0	0	1	0	1	0
Reprimand	1	0	2	0	0	0
Suspension	2	2	0	4	3	1
Removal	0	0	0	1	0	0
Other	0	1	2	1	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	1	0	1	0	0	1
Examination/Test	0	0	0	0	0	0
Harassment	9	3	12	10	7	5
Non-Sexual	8	3	12	9	7	5
Sexual	1	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	1	0	1
Promotion/Non-Selection	2	6	2	3	2	3
Reassignment	1	0	0	0	0	0
Denied						
Directed						
Reasonable Accommodation	0	1	0	1	0	1
Reinstatement	0	0	0	0	0	0
Retirement	0	0	1	1	0	0
Termination	6	2	2	2	0	0
Terms/Conditions of Employment						
	1	0	1	0	0	0
Time and Attendance	1	2	2	0	4	1
Training	0	1	0	0	0	0
Other	2	0	3	0	0	0

			29	CFR §	1614.70	04(f)							
Processing Time "post the a length of time it takes to comple step of the process for every co	ete each				Previo	ous Fis	cal Yea	r Data				Num.	Ave. Days
that is pending during any time then fiscal year"	e of the	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	20	13
		200	08	20	09	20	10	20	11	20	12		
All complaints pending in Investigative Stage	1614.7 04 (f)	3	118	3	90.6	1	127.8	3	107.0	6	87.2	8	127.0
All complaints pending in Final Agency Action Stage	(1)	3	251	1	717	5	326.2	3	618.3	4	656.3	7	377.7
All complaints pending in which Hearing was not requested	1614.7 04 (f)	2	223	1	717	5	326.2	2	627.5	4	656.3	7	377.7
Time in Investigation Stage	(2)	2	169	1	210	5	156.8	2	157.0	4	154.8	7	166.7
Time to issue Final Agency Action		2	54	7	32	2	*108	5	*120	4	*208	1	*178
All complaints pending in which a Hearing was requested	1614.7 04 (f)	7	000		004.0	0	400.0	40	470.0	0	504 F	0	550.0
Time in Investigation Stage	(3)	7	228	5					473.3 167.3		501.5 165.9		
Time to issue Final Agency Action *This figure includes the average of		7	6	4	18	2	20	2	26	5	16	0	(

*This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 37 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 141 days.

29 CFR §1614.704(g)	29 C	FR §161	4.705	Compa	rative I	Data
Complaints Dismissed by Agency Pursuant to 1614.107(a)		vious F	iscal \	ear Da	ta	2013
· · · · · · · · · · · · · · · · · · ·	2008	2009	2010	2011	2012	
Total Complaints Dismissed by						
Agency	1	0	5	8	4	1
Average days pending prior to						
dismissal	43	0	41.4	36.63	41	30

29 CFR §1614.704(h)	29 C	FR §161	4.705	Compa	rative I	Data
Complaints Withdrawn by	Pre	vious F	iscal \	ear Da	ta	2013
Complainants	2008	2009	2010	2011	2012	
Total Complaints Withdrawn by						
Complainants	2	1	1	0	2	1

29 CFR §1614.704(i)			29 C	FR §16	14.705	Compa	rative [Data				
Total Final Agency Actions		Previous Fiscal Year Data										
Finding Discrimination	200	2008 2009 2010 2011 2012										
Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)												
	0		0		0		0	0%	0	0%	0	0%
Without Hearing 704(i)(2)	0		0									
With Hearing 704(i)(3)	0		0									

29 CFR §1614.704(j)			29 CI	FR §16	14.705	Compa	rative I	Data				
Findings of Discrimination				Previo	us Fisc	cal Yea	r Data				20	013
Rendered by Basis	20	08	20	09	20	10	20)11	20)12		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)												
	0		0		0		0		0	0	0	C
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Non-EEO	•										,	

29 CFR §1614.704(j)			29 C	FR §16	14.705	Compa	rative	Data				
Findings of Discrimination				Previo	us Fisc	cal Yea	r Data				20	013
Rendered by Basis	200	08	20	09	20)10	20)11	20)12		
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered After Hearing 704(j)(3)	0		0		0		0		0	0	0	0
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Non-EEO												

29 CFR §1614.704(j)			29 C	FR §16	14.705	Compa	rative I	Data					
				Previo	us Fisc	cal Yea	r Data				20	13	
Findings of Discrimination	2008		2008 2009		2010		2011		20)12			
Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(j)(1)													
	0		0		0		0		0		0	0	
Number Findings Rendered	0		0		0		0		0		0	0%	
Without Hearing 704(i)(2)													
Race													
Color													
Religion													
Reprisal													
Sex													
National Origin													
Equal Pay Act													
Age													
Disability													
Non-EEO													

29 CFR §1614.704(k)			29 C	FR §16	14.705	Compa	rative [Data				
Findings of Discrimination				Previo	us Fisc	cal Year	r Data				20	13
Rendered by Issue	20	08	20	009	20	010	20	11	20	12		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0											
704(k)(1)			0		0		0	0	0	0	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												
Reinstatement												
Retirement												
Termination				<u></u>								
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other	1	100%										

29 CFR §1614.704(k)			29 CI	FR §16	14.705	Compa	arative	Data				
Findings of Discrimination				Previo	ous Fisc	cal Yea	r Data				20)13
Rendered by Issue	20	08	20	09	20	10	20)11	20)12		
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0		0		0							
704(k)(3)							0		0	0	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												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data								2013			
Findings of Discrimination											20	713
Rendered by Issue	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0	0%	0	0%	0	0%
Findings Without Hearing	0		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												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

29 CFR §1614.704(I) 29 CFR §1614.705 Comparative Data						
Complaints Pending From Previous Fiscal Years by Status	Pre	2013				
	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years 704(I)(1)				_		
1 1304 1 6413 7 04(1)(1)	3	1	7	7	8	23
Total Complainants 704(I)(2)	3	1	7	7	8	16
Investigation	0	0	0	0	0	7
ROI issued, pending						
Complainant's action	0	0	0	0	0	1
Hearing	3	0	6	5	6	8
Final Agency Action	0	1	1	2	2	7
Appeal with EEOC Office of Federal Operations	NA	0	0	0	0	0

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Da							
Complaint Investigations	Pre	2013						
Complaint investigations	2008	2009	2010	2011	2012	2013		
Number Pending Completion of Investigation	3	3	4	3	6	8		
Pending Investigations Over Required Time Frames	0	0	0	0	0	0		