

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

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Number of Complaints Filed in FY 1614.704(a)	1847	1947	1900	2036	2041	409
Number of Complainants 1614.704(b)	1715	1795	1794	1893	1881	407
Repeat Filers 1614.704(c)	118	123	102	123	138	3

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Race	1288	1387	1365	740	743	139
Color	87	87	104	55	63	4
Religion	157	135	105	51	77	18
Reprisal	1441	1551	1577	756	799	176
Sex	942	956	1014	501	534	85
National Origin	94	91	97	169	192	30
Equal Pay Act	21	6	11	6	9	1
Age	751	941	887	494	493	89
Disability	875	857	1009	539	547	115
Other	0	0	0	0	0	0
Non-EEO						

29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Appointment/Hire	91	134	75	97	98	16
Assignment of Duties	162	123	136	113	117	18
Awards	30	19	25	12	17	2
Conversion to Full-time	1	2	1	1	1	0
<b>Disciplinary Action</b>	<b>293</b>	<b>322</b>	<b>295</b>	<b>292</b>	<b>363</b>	<b>58</b>
Demotion	10	14	8	12	20	2
Reprimand	54	47	49	47	54	15
Suspension	97	88	79	87	112	16
Removal	55	56	47	57	55	15
Other	77	117	112	89	122	10
Duty Hours	54	54	64	29	48	12
Evaluation Appraisal	107	80	126	151	158	23
Examination/Test	1	3	1	0	1	0
<b>Harassment</b>	<b>1289</b>	<b>1566</b>	<b>1557</b>	<b>945</b>	<b>1035</b>	<b>216</b>
Non-Sexual	1232	1475	1491	873	980	206
Sexual	57	91	66	72	55	10
Medical Examination	9	7	13	6	9	2
Pay (Including Overtime)	115	64	82	89	66	14
Promotion/Non-Selection	555	392	387	321	359	73
<b>Reassignment</b>	<b>69</b>	<b>67</b>	<b>83</b>	<b>74</b>	<b>74</b>	<b>13</b>
Denied						
Directed						
Reasonable Accommodation	98	95	109	130	134	31
Reinstatement	2	4	3	1	0	0
Retirement	17	21	24	24	21	3
Termination	159	242	215	178	149	23
Terms/Conditions of Employment	41	67	43	41	45	8
Time and Attendance	175	153	153	136	149	25
Training	45	49	51	58	62	13
Other	347	424	349	267	280	43



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29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2013	
	2008		2009		2010		2011		2012			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
<b>Number Findings Rendered After Hearing 704(j)(3)</b>	11		14	73%	19	68%	21	68%	22	67%	3	27%
Race	5	100%	1	100%	3	75%	3	100%	1	50%		
Color									1	100%		
Religion												
Reprisal	6	46%	8	89%	6	60%	11	79%	11	73%	1	33%
Sex			1	50%	3	43%	4	80%	5	63%	1	33%
National Origin					2	100%						
Equal Pay Act												
Age	1	100%	2	100%	2	67%	2	100%	2	67%	1	100%
Disability	1	33%	4	57%	5	71%	4	36%	9	69%		
Non-EEO												

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2013	
	2008		2009		2010		2011		2012			
Findings of Discrimination Rendered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	22	100%	19		28	100%	31	100%	33	100%	11	100%
<b>Number Findings Rendered Without Hearing 704(j)(2)</b>	11	50%	5	27%	9	32%	10	32%	11	33%	8	73%
Race	1	20%			1	25%			1	50%	1	100%
Color	1	100%										
Religion												
Reprisal	7	54%	1	11%	4	40%	3	21%	4	27%	2	67%
Sex			1	50%	4	57%	1	20%	3	38%	2	67%
National Origin	1	100%										
Equal Pay Act												
Age					1	33%			1	33%		
Disability	2	67%	3	43%	2	29%	7	64%	4	31%	4	100%
Non-EEO												

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2013	
	2008		2009		2010		2011		2012			
Findings of Discrimination Rendered by Issue	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(k)(1)</b>	22	100%	19	100%	28	100%	31	100%	33	100%	11	100%
Appointment/Hire			1	5%	1	4%			2	6%		
Assignment of Duties	1	4%	1	5%	3	11%	2	6%	1	3%	1	9%
Awards					1	4%	1	3%	1	3%		
Conversion to Full-time							1	3%				
Disciplinary Action	2	9%										
Demotion							1	3%				
Reprimand									2	6%		
Suspension	5	9%			1	4%	5	16%				
Removal									1	3%		
Other							1	3%	1	3%	1	9%
Duty Hours									2	6%		
Evaluation Appraisal					1	4%	2	6%				
Examination/Test	1	4%										
Harassment	6	27%									4	36%
Non-Sexual	3	14%	1	5%	5	18%	3	10%	5	15%	1	9%
Sexual	3	14%	2	11%	4	14%	3	10%	4	12%	3	27%
Medical Examination	1	4%	1	5%			2	6%	1	3%		
Pay (Including Overtime)					1	4%	1	3%				
Promotion/Non-Selection	3	14%	4	21%	8	29%	5	16%	6	18%	2	18%
Reassignment	4	18%									1	9%
Denied					1	4%						
Directed	4	18%			1	4%			2	6%	1	9%
Reasonable Accommodation	3	14%	1	5%	3	11%	8	26%	6	18%	5	45%
Reinstatement					1	4%						
Retirement												
Termination	4	18%	1	5%	7	25%	3	10%	2	6%		
Terms/Conditions of Employment					1	4%						
Time and Attendance	1	4%	1	5%	1	4%	2	6%	2	6%		
Training			1	5%								
Other	6	27%	5	26%	4	14%	4	13%	5	15%		

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29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2013	
	2008		2009		2010		2011		2012			
#	%	#	%	#	%	#	%	#	%	#	%	
<b>Findings After Hearing 704(k)(3)</b>	11	50%	14		19		21	68%	22	67%	3	27%
Appointment/Hire												
Assignment of Duties			1	100%	3	100%	1	50%	1	100%		
Awards					1	100%	1	100%	1	100%		
Conversion to Full-time							1	100%				
Disciplinary Action	1	50%										
Demotion							1	100%				
Reprimand												
Suspension	1	50%					4	80%				
Removal									1	100%		
Other											1	100%
Duty Hours												
Evaluation Appraisal					1	100%	2	100%	2	100%		
Examination/Test												
Harassment											2	50%
Non-Sexual			1	100%	2	40%	2	67%	4	80%	1	100%
Sexual			1	50%	0	0%	2	67%	2	50%	1	33%
Medical Examination							1	50%	1	100%		
Pay (Including Overtime)												
Promotion/Non-Selection	3	100%	4	100%	8	100%	5	100%	5	83%	2	100%
Reassignment	2	50%										
Denied	0											
Directed	2	50%							1	50%		
Reasonable Accommodation	1	33%			1	33%	3	38%	3	50%		
Reinstatement					1	100%						
Retirement												
Termination	2	50%	1	100%	4	57%	2	67%	1	50%		
Terms/Conditions of Employment					1	100%						
Time and Attendance	1	100%	1	100%	1	100%	2	100%				
Training			1	100%								
Other	3	50%	4	80%	4	57%	2	50%	3	60%		

29 CFR §1614.704(k)  Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data											
	Previous Fiscal Year Data										2013	
	2008		2009		2010		2011		2012			
#	%	#	%	#	%	#	%	#	%	#	%	
<b>Total Number Findings 704(k)(1)</b>	22	100%	19	100%			31	100%	33	100%	11	100%
<b>Findings Without Hearing 704(k)(2)</b>	11	50%	5	26%			10	32%	11	33%	3	27%
Appointment/Hire			1	100%					2	100%		
Assignment of Duties							1	50%			1	100%
Awards												
Conversion to Full-time												
Disciplinary Action	1	50%										
Demotion												
Reprimand												
Suspension	1	50%			1	100%	1	20%				
Removal												
Other									1	100%		
Duty Hours												
Evaluation Appraisal												
Examination/Test	1	100%										
Harassment	6	100%									2	50%
Non-Sexual	3	100%			3	60%	1	33%	1	20%		
Sexual	3	100%	1	50%	4	100%	1	33%	2	50%	2	67%
Medical Examination			1	100%			1	50%				
Pay (Including Overtime)							1	100%				
Promotion/Non-Selection									1	17%		
Reassignment	2	50%									1	100%
Denied	0											
Directed	2	50%			1				1	50%	1	100%
Reasonable Accommodation	2	67%	1	100%	2	67%	5	63%	3	50%	5	100%
Reinstatement												
Retirement												
Termination	2	50%			3	43%	1	33%	1	50%		
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other	3	50%	1	20%	3	43%	2	50%	2	40%		

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Total complaints from previous Fiscal Years 704(l)(1)	518	754	937	1033	1139	2264
Total Complainants 704(l)(2)	468	690	837	925	1017	1984
<b>Number Complaints pending, 704(l)(2)</b>						
Investigation	0	4	1	2	7	470
ROI issued, pending Complainant's action	5	7	6	5	9	116
Hearing	453	615	770	812	904	1354
Final Agency Action	46	106	117	134	111	215
Appeal with EEOC Office of Federal Operations	14	22	43	80	108	109

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2013
	2008	2009	2010	2011	2012	
Number Pending Completion of Investigation	485	445	488	490	665	649
Pending Investigations Over Required Time Frames	30	9	21	15	42	86