29 CFR §1614.704(a) - (c)	29 C	FR §161	4.705	Compa	rative [Data					
Complaint Activity											
Complaint / tourity	2008	2009	2010	2011	2012	2013					
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 C	FR §161	14.705	Compa	rative [Data							
Complaints by Basis	Pre	vious F	iscal \	ear Da	ta	2013							
	2008												
Race	1288	139											
Color	87	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	115											
Other	0	0											
Non-EEO													

29 CFR §1614.704(e)	29 C	FR §161	14.705	Compa	rative [Data
Complaints by Issue	Pre	vious F		ear Da	ta	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
Disciplinary Action	293	322	295	292	363	58
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
Harassment	1289	1566	1557	945	1035	216
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
Reassignment	69	67	83	74	74	13
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	44	67	42	44	45	0
Time and Attendance	41 175	67 153	43 153	41 136	45 149	8 25
Time and Attendance	45					
Training		49	51 349	58	62	13 43
Other	347	424	349	267	280	43

Processing Time "post the a length of time it takes to comple	te each				Previo	ous Fisc	cal Yea	r Data				Num.	Ave. Days
step of the process for every co that is pending during any time then fiscal year"	•	Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	20	13
then fiscal year		200	2008		09	20	10	20	11	20	12		
All complaints pending in Investigative Stage	1614.7 04 (f)	485	116	485	115.8	488	117.3	489	115.4	664	124.9	649	145.3
All complaints pending in Final Agency Action Stage	(1)	155	434	155	434	235	498.9	270	503.4	243	513.5	215	566.4
All complaints pending in which Hearing was not requested	1614.7 04 (f)	501	262	501	262	230	489.4	259	473.6	234	494.1	203	535.5
Time in Investigation Stage	(2)	501	193	501	192.8	230	182.1	259	180.6	234	169.4	203	179.5
Time to issue Final Agency Action		501	69	501	69	453	120	409	*124	464	*179	129	*141
All complaints pending in which a Hearing was requested	1614.7 04 (f)	265	201	265	201	1177	556.7	1234	595.8	1311	625.8	1354	645.3
Time in Investigation Stage	(3)	265	194	265	193.6	1177	183.2	1234	183.9	1311	184.3	1354	187.5
Time to issue Final Agency Action		265	8	265	8	323	14	393	15	362	12	70	13

* This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 8 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 133 days.

29 CFR §1614.704(g)	29 C	FR §161	4.705	Compa	rative [Data
Complaints Dismissed by	Pre	evious F	iscal Y	ear Da	ta	2013
Agency Pursuant to 1614.107(a)	2008	2009	2010	2011	2012	
Total Complaints Dismissed by						
Agency	345	432	367	489	368	80
Average days pending prior to dismissal	55.7	52.8	48.4	48.2	57.2	62.9

29 CFR §1614.704(h)	29 CF	R §1614	1.705 C Data	ompara	ative	2013		
Complaints Withdrawn by	Pre	Previous Fiscal Year Data						
Complainants	2008	2009	2010	2011	2012			
Total Complaints Withdrawn by								
Complainants	175	157	162	180	193	61		

29 CFR §1614.704(i)				29 C	FR §16	14.705	Compa	rative D	ata			
Total Final Aganay Actions				Previo	us Fisc	al Year	Data				20	13
Total Final Agency Actions Finding Discrimination	200	2008 2009 2010 2011 2012									20	113
Finding Discrimination	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)												
	22	100	19	100%	28	100%	31	100%	33	100%	11	100%
Without Hearing 704(h)(2)	11	50%	5	26%	9	32%	10	32%	11	33%	8	73%
With Hearing 704(h)(3)	11	50%	14	74%	19	68%	21	68%	22	67%	3	27%

29 CFR §1614.704(j)				29 C	FR §16	14.705 (Compa	rative D	ata			
Findings of Discrimination				Previo	us Fisc	cal Year	Data					013
Findings of Discrimination Rendered by Basis	200	2008 2009		009	09 2010		20	11	20	12		713
Refluered by Basis	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)												
	22		19	100%	28	100%	31	100%	33	100%	11	100%
Race	5	23%	1	5%	4	11%	3	10%	2	6%	1	9%
Color	1	4%							1	3%		
Religion							1	3%				
Reprisal	13	50%	9	47%	10	36%	14	45%	15	45%	3	27%
Sex	4	18%	2	10%	7	25%	5	16%	8	24%	3	27%
National Origin	1	4%			2	7%						
Equal Pay Act												
Age	1	4%	2	10%	3	11%	2	6%	3	9%	1	9%
Disability	3	14%	6	31%	7	25%	11	35%	13	39%	4	36%
Non-EEO												

29 CFR §1614.704(j)				29 C	FR §16	14.705	Compa	rative D	ata				
Findings of Discrimination		Previous Fiscal Year Data											
Rendered by Basis	200	2008 2		2009		2010		11	2012		20	013	
Refluered by Basis	#	%	#	%	#	%	#	%	#	%	#	%	
Number Findings Rendered	11		14	73%	19	68%	21	68%	22	67%	3	27%	
After Hearing 704(j)(3)													
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			, i										

29 CFR §1614.704(j)				29 C	FR §16	14.705	Compa	rative D	ata			
Findings of Discrimination				Previo	us Fisc	cal Year	Data				20)13
Findings of Discrimination Rendered by Basis	200	2008 2009		2010		20	11	2012		20	713	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)												
	22	100%	19		28	100%	31	100%	33	100%	11	100%
Number Findings Rendered	11	50%	5	27%	9	32%	10	32%	11	33%	8	73%
Without Hearing 704(j)(2)												
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											
Findings of Discrimination				Previo	us Fisc	cal Year	Data				20	13
Rendered by Issue	200	08	20	009	20	10	20	11	20	12		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)												
	22	100%	19	100%	28		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%		

29 CFR §1614.704(k)				29 CI	FR §16	14.705	Compa	rative D	ata			
Findings of Discrimination				Previo	us Fisc	cal Year	Data				20)13
Rendered by Issue	200	08	20	09	20	10	20	11	20	12		
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	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)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination	Previous Fiscal Year Data									2013		
Rendered by Issue	2008		2009		2010		2011		2012			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	22	100%	19	100%			31	100%	33	100%	11	100%
Findings Without Hearing 704(k)(2)	11	50%	5	26%			10	32%	11	33%	3	27%
Appointment/Hire			1	100%					2			
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%		

29 CFR §1614.704(I)	29 CFR §1614.705 Comparative Data							
Complaints Pending From Previous Fiscal Years by Status	I Previous Fiscal Year Data					2013		
	2008	2009	2010	2011	2012			
Total complaints from previous								
Fiscal Years 704(I)(1)	518	754	937	1033	1139	2264		
Total Complainants 704(I)(2)	468	690	837	925	1017	1984		
number complaints pending.								
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	14	22	43	80	108	109		
Federal Operations								

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