



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

Complaints by Issue 29 CFR §1614.704 (e)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2020	2021	2022	2023	2024	2025 (10/1/24-12/31/24)
Appointment/Hire	3	1	1	1	1	0
Assignment of Duties	2	1	2	3	0	0
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	0	0	0
Reprimand	2	0	1	0	0	0
Suspension	0	0	1	3	0	0
Removal	2	0	0	2	0	0
Warning	2	2	1	2	3	0
Duty Hours	0	0	2	0	0	0
Performance Evaluation/Appraisal	1	0	1	1	1	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	11	10	13	17	7	2
Sexual	2	1	2	1	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	4	0	1
Promotion/Non-Selection	2	6	2	3	2	1
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	4	4	3	2	2	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	1	1	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	0	0	0
Termination	0	4	0	3	4	1
Terms/Conditions of Employment	1	0	0	0	1	0
Time and Attendance	4	2	1	5	1	0
Training	1	0	1	2	0	0
Other*	1	0	0	2	1	0

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025 (10/1/24-12/31/24)
The average length of time it has taken an agency to complete, respectively, investigation an final action for:						
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	114.4	111.2	151.5	202.3	216.2	199.7
Average number of days in final action stage	797.2	74.9	79.6	33.1	52.5	28
<b>Complaints pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	214.5	174	0	203.7	208.4	233
Average number of days in final action stage	5	3.5	7.7	3.8	3.2	N/A
<b>Complaints pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	222.2	197.9	0	171	228.6	204.8
Average number of days in final action stage	225	146.2	151.5	62.3	101.8	28

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025 (10/1/24-12/31/24)
Total Complaints Dismissed by Agency	3	2	3	7	1	0
Average days pending prior to dismissal	38.3	51	29	77.4	238	0

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025 (10/1/24-12/31/24)
Total Complaints Withdrawn by Complainants	2	1	3	2	1	1

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2020		2021		2022		2023		2024		2025 (10/1/24-12/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	2	100%	0	0%	1	100%	0	0%
Without Hearing	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%
With Hearing	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%













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Pending Complaints Filed in Previous Fiscal Years by Status 29 CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025 (10/1/24-12/31/24)
Total complaints from previous Fiscal Years	31	35	32	30	20	35
Total Complainants	30	31	28	27	20	34
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	1
Hearing	18	20	14	11	9	13
Final Action	4	5	6	3	3	8
Appeal with EEOC Office of Federal Operations	9	10	12	16	8	8

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2025 (10/1/24-12/31/24)
Pending Complaints Where Investigations Exceeds Required Time Frames	2	0	0	0	0	0