

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
VA-Wide

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	83	55	77	67	97	13
Assignment of Duties	298	254	242	301	396	101
Awards	5	18	17	20	29	5
Conversion to Full-time	0	2	2	1	2	0
Disciplinary Action						
Demotion	25	24	23	22	28	2
Reprimand	128	115	79	70	160	26
Suspension	93	80	86	90	118	26
Removal	90	58	61	52	66	13
Warning	199	147	233	342	388	88
Duty Hours	112	77	106	113	158	45
Performance Evaluation/Appraisal	328	272	284	353	460	109
Examination/Test	2	0	4	2	1	1
Harassment						
Non-Sexual	1760	1633	1881	1905	2483	603
Sexual	83	86	95	98	151	25
Medical Examination	12	4	8	16	17	5
Pay (Including Overtime)	172	154	187	213	273	53
Promotion/Non-Selection	391	355	340	366	403	72
Reassignment						
Denied	20	23	22	22	49	8
Directed	258	187	239	292	422	106
Reasonable Accommodation Disability	427	331	445	418	526	121
Reinstatement	2	0	3	2	3	0
Religious Accommodation	6	6	163	30	13	1
Retirement	48	41	48	49	4	3
Sex-Stereotyping	0	0	3	0	2	1
Telework	77	89	82	82	119	26
Termination	291	280	247	262	401	101
Terms/Conditions of Employment	45	36	26	38	158	10
Time and Attendance	446	389	391	507	602	131
Training	85	60	71	111	178	42
Other*	160	143	146	134	142	39

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
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The average length of time it has taken an agency to complete, respectively, investigation an final action for:	2019	2020	2021	2022	2023	2025 (10/1/24-12/31/24)
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	126.2	123.5	225.8	202.8	221.7	233.3
Average number of days in final action stage	781.7	103.0	72.6	52.7	48.1	49.4
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	195	187.4	306.5	214.3	220.7	240.5
Average number of days in final action stage	7	6.5	6.8	5.1	4.5	5
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	202.3	198.2	241.9	200.6	223.7	218.5
Average number of days in final action stage	310	199.5	138.3	100.3	91.7	93.7

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	572	595	511	474	485	116
Average days pending prior to dismissal	40.9	46.1	61.9	106.1	92.6	55.5

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	188	197	215	218	218	65

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	73	100%	65	100%	63	100%	62	100%	92	100%	21	100%
Without Hearing	36	49%	44	68%	38	60%	49	79%	77	84%	3	14%
With Hearing	37	51%	21	32%	25	40%	13	21%	15	16%	18	86%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2020		2021		2022		2023		2024		2025 (10/1/24-12/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	73	100%	65	100%	63	100%	62	100%	92	100%	21	100%
Appointment/Hire	1	1%	0	0%	0	0%	1	2%	0	0%	0	0%
Assignment of Duties	5	7%	1	2%	3	5%	1	2%	5	5%	1	5%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	1	2%	1	2%	0	0%	0	0%	0	0%
Suspension	4	5%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	3	4%	1	2%	1	2%	0	0%	0	0%	0	0%
Warning	7	9%	1	2%	2	3%	2	3%	6	7%	1	5%
Duty Hours	2	3%	0	0%	0	0%	0	0%	0	0%	1	5%
Evaluation Appraisal	7	9%	3	5%	0	0%	3	5%	7	8%	1	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	21	28%	15	23%	21	33%	16	26%	35	38%	10	48%
Sexual	6	8%	8	12%	8	13%	8	13%	9	10%	3	14%
Medical Examination	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	1%	4	6%	4	6%	0	0%	2	2%	0	0%
Promotion/Non-Selection	16	22%	11	17%	2	3%	2	3%	6	7%	0	0%
Reassignment												
Denied	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	3	4%	1	2%	1	2%	1	2%	5	5%	0	0%
Reasonable Accommodation	11	15%	16	25%	20	32%	22	35%	35	38%	10	48%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Retirement	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	2	3%	4	6%	4	6%	3	5%	6	7%	1	5%
Terms/Conditions of Employment	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	1%	4	6%	6	10%	2	3%	6	7%	1	5%
Training	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Other	20	27%	10	15%	11	17%	7	11%	17	18%	9	43%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2020		2021		2022		2023		2024		2025 (10/1/24-12/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	36	100%	44	100%	38	100%	49	100%	77	100%	18	100%
Appointment/Hire	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Assignment of Duties	1	3%	0	0%	2	5%	1	2%	4	5%	1	5%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	1	2%	1	3%	0	0%	0	0%	0	0%
Suspension	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	2	5%	1	2%	1	3%	2	4%	4	5%	1	5%
Duty Hours	2	5%	0	0%	0	0%	0	0%	0	0%	1	5%
Evaluation Appraisal	2	5%	1	2%	0	0%	3	6%	5	6%	1	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	6	16%	4	9%	9	24%	10	20%	29	38%	8	44%
Sexual	6	16%	6	14%	4	11%	7	12%	9	12%	3	17%
Medical Examination	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	2%	3	8%	0	0%	2	3%	0	0%
Promotion/Non-Selection	6	16%	7	16%	0	0%	2	4%	6	8%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	1	2%	2	3%	0	0%
Reasonable Accommodation	7	19%	14	32%	13	34%	14	29%	33	43%	10	56%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Retirement	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	2	5%	0	0%	0	0%	1	2%	5	6%	1	5%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	2	5%	3	8%	2	4%	4	5%	1	5%
Training	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Other	10	28%	9	20%	10	26%	6	12%	14	18%	7	33%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2020		2021		2022		2023		2024		2025 (10/1/24-12/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	37	100%	21	100%	25	100%	13	100%	15	100%	3	100%
Appointment/Hire	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	4	11%	1	5%	1	4%	0	0%	2	13%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	3	8%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	1	3%	1	5%	1	4%	0	0%	0	0%	0	0%
Warning	5	14%	0	0%	1	4%	0	0%	2	13%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	5	14%	2	10%	0	0%	0	0%	2	13%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	15	41%	11	52%	12	48%	6	46%	6	40%	2	67%
Sexual	0	0%	2	10%	4	16%	1	8%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	3%	3	14%	1	4%	0	0%	0	0%	0	0%
Promotion/Non-Selection	10	27%	4	19%	2	8%	0	0%	0	0%	0	0%
Reassignment												
Denied	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	3	8%	1	5%	1	4%	0	0%	4	27%	0	0%
Reasonable Accommodation	4	11%	2	10%	7	28%	7	54%	2	13%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	4	19%	4	16%	2	15%	1	7%	0	0%
Terms/Conditions of Employment	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	3%	2	10%	3	12%	0	0%	2	13%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	10	27%	1	5%	1	4%	1	8%	2	13%	2	67%

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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					
	2019	2020	2021	2022	2023	2025 (10/1/24-12/31/24)
Total complaints from previous Fiscal Years	4458	3680	3553	3851	2566	5935
Total Complainants	3878	3255	3177	3509	2485	5440
Number complaints pending						
Investigation	16	3	4	7	10	905
ROI issued, pending Complainant's action	17	8	6	37	35	257
Hearing	2934	2523	2214	2161	1214	1954
Final Action	731	468	536	684	574	885
Appeal with EEOC Office of Federal Operations	759	678	793	962	733	921

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2019	2020	2021	2022	2023	2025 (10/1/24-12/31/24)
Pending Complaints Where Investigations Exceeds Required Time Frames	52	43	15	2	2	5