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

		Comparative Data (Sec. 1614.705)									
Compulaint Astivitus	Previous Fiscal Year Data										
Complaint Activity 29 CFR §1614.704 (a), (b), and (c)	2020	2021	2022	2023	2024	2025 (10/1/24- 12/31/24)					
Number of Complaints Filed	177	106	136	113	191	44					
Number of Complainants	168	98	132	112	182	44					
Repeat Filers	14	10	4	1	8	0					

Complaints by Basis		C	omparative	Data (Sec.	1614.705)	
29 CFR §1614.704 (d)			Previous	Fiscal Year	· Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2020	2021	2022	2023	2024	2025 (10/1/24- 12/31/24)
Race	64	39	48	39	54	18
Color	3	1	7	3	8	3
Religion	3	2	8	5	3	1
Reprisal	85	47	54	42	79	16
Sex	41	25	36	24	44	13
Pregnancy Discrimination Act	0	1	0	1	1	1
National Origin	11	5	5	2	9	3
Equal Pay Act	0	0	0	0	0	0
Age	41	28	35	31	33	10
Disability	100	47	66	53	90	53
GINA	0	0	1	0	0	0
Non-EEO basis	0	0	0	0	0	0

Votorane	Ronofite	Administration

Complaints by Issue		Co	omparative	Data (Sec. :	1614.705)	
29 CFR §1614.704 (e)			Previous	Fiscal Year	Data	
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2020	2021	2022	2023	2024	2025 (10/1/24- 12/31/24)
Appointment/Hire	8	3	4	3	12	3
Assignment of Duties	12	4	8	10	15	5
Awards	0	0	0	0	1	2
Conversion to Full-time	0	0	0	0	0	(
Disciplinary Action						
Demotion	2	1	1	1	3	(
Reprimand	9	5	3	3	10	-
Suspension	4	0	5	3	8	(
Removal	9	1	3	3	6	
Warning	18	7	10	10	18	
Duty Hours	4	0	3	0	3	(
Performance Evaluation/Appraisal	19	17	13	13	31	
Examination/Test	0	0	0	0	0	
Harassment					•	
Non-Sexual	100	54	83	58	101	30
Sexual	7	3	1	1	2	
Medical Examination	0	0	0	0	0	(
Pay (Including Overtime)	7	1	6	8	7	
Promotion/Non-Selection	31	14	14	23	41	
Reassignment	•				•	
Denied	0	3	3	3	4	(
Directed	1	3	4	6	4	
Reasonable Accommodation Disability	44	17	29	29	33	1
Reinstatement	0	0	1	0	0	1
Religious Accommodation	0	0	3	1	0	(
Retirement	4	5	6	2	0	
Sex-Stereotyping	0	0	0	0	0	
Telework	7	0	6	2	5	
Termination	20	15	7	13	18	
Terms/Conditions of Employment	4	1	1	1	10	
Time and Attendance	28	10	23	22	19	
Training	6	4	4	4	10	
Other*	11	8	6	3	13	

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

Processing Time	Comparative Data (Sec. 1614.705)										
29 CFR §1614.704(f)			Previous	Fiscal Year	Data						
The average length of time it has taken an agency to complete, respectively, investigation and final action for:	2020	2021	2022	2023	2024	2025 (10/1/24- 12/31/24)					
Complaints pending (for any length of time) during fiscal year											
Average number of days in investigation stage	116.1	108.4	177.8	192.8	209.9	225.0					
Average number of days in final action stage	810.1	91.9	95.1	46.4	45.6	31.4					
Complaints pending during fiscal year where hearing was req	uested										
Average number of days in investigation stage	179.2	175.4	337.8	190.3	214.3	243.6					
Average number of days in final action stage	11	6.2	13.3	4.3	3.8	4					
Complaints pending during fiscal year where hearing was not	requested					•					
Average number of days in investigation stage	203.5	202.3	224.0	174.6	199.3	199.0					
Average number of days in final action stage	305	177.6	176.9	88.5	87.4	58.8					

Complaints Dismissed by Agency	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										
Complaints Dismissed by Agency 29 CFR §1614.704 (g)	2020	2021	2022	2023	2024	2025 (10/1/24- 12/31/24)					
Total Complaints Dismissed by Agency	43	27	32	16	21	7					
Average days pending prior to dismissal	30.5	46.96	42	78.31	150.8	43.2					

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	13	16	9	13	14	3					

Total Final Actions Finding Discrimination		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
29 CFR §1614.704 (i)	2020		2021		2022		2023		20	24	20 (10/1/24-	25 12/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2	100%	5	100%	4	100%	3	100%	0	0%	0	0%	
Without Hearing	1	50%	5	100%	1	25%	2	100%	0	0%	0	0%	
With Hearing	1	50%	0	0%	3	75%	1	0%	0	0%	0	0%	

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	20)20	2021		2022		2023		2024		2025 (10/1/24-12/31/24)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2	100%	5	100%	4	100%	3	100%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	1	50%	2	40%	1	25%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	2	50%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	1	25%	0	0%	0	0%	0	0%
Disability	1	50%	4	80%	3	75%	3	100%	0	0%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)		Comparative Data (Sec. 1614.705) Previous Fiscal Year Data										
Note: Complaints can be filed alleging multiple bases.	20	20	20)21		2022	2023		2024		2025 (10/1/24-12/31/24	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	1	100%	5	100%	1	100%	2	100%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	2	40%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	1	100%	4	80%	1	100%	2	100%	0	0%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	20	20	20	21		2022		23	2024		2025 (10/1/24-12/31/24	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	1	100%	0	0%	3	100%	1	100%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	1	100%	0	0%	1	33%	0	0%	0	0%	0	0%
Sex	0	0%	0	0%	2	67%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	2	67%	1	100%	0	0%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue						Previous Fiscal Y	ear Data					
29 CFR §1614.704 (k)(1)	20	20	20	21		2022	202	23	2024		2025	
25 6. 11 3202 117 0 1 (1.1/12)						-					(10/1/24-	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2	100%	5		4	100%	3	100%	0		0	0%
Appointment/Hire	0	0,0	0		0	0%	0	0%	0	0,0	0	0%
Assignment of Duties	0	0,0	0		0	0%	0	0%	0		0	0%
Awards	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%
Reprimand	0	0,0	0		0	0%	0	0%	0	0%	0	0%
Suspension	0		0		0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	1	20%	1	25%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	50%	4	80%	2	50%	3	100%	0	0%	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%	0	0%	1	25%	1	33%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data											
29 CFR §1614.704 (k)(2)	2020		2021		2022		2023		2024		2025	
25 6. 11 3202 117 0 1 (11/12)					-		T				(10/1/24-12/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	1	100%	5	100%	1	100%	2	100%	0		0	0%
Appointment/Hire	0		0		0	0%	0	0%	0		0	0%
Assignment of Duties	0		0		0	0%	0	0%	0		0	0%
Awards	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	0%
Reprimand	0	0,0	0		0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment	•			•	•	•	-			•		
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	100%	4	80%	1	100%	2	100%	0	0%	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		0	0%	1	50%	0		0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0		0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0		0	0%	0	0%	0	0%	0	0%
Other	0		0		0	0%	0	0%	0		0	0%

Veterans	Renefits	Administration	

	Comparative Data (Sec. 1614.705)												
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data												
29 CFR §1614.704 (k)(3)	2020		20	2021		2022		2023		2024		2025 (10/1/24-12/31/24)	
	#	%	#	%	#	%	#	%	#	%	#	%	
Findings After Hearing	1	100%	0	0%	3	100%	1	100%	0	0%	0	0%	
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
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%	0	0%	0	0%	0	0%	0	0%	0	0%	
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Warning	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Harassment													
Non-Sexual	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Promotion/Non-Selection	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reassignment													
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Reasonable Accommodation	0	0%	0	0%	1	33%	1	100%	0	0%	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%	0	0%	1	33%	0	0%	0	0%	0	0%	
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	

		Comparative Data (Sec. 1614.705)									
Pending Complaints Filed in Previous Fiscal Years b	Previous Fiscal Year Data										
Status29 CFR §1614.704 (I)	2020	2021	2022	2023	2024	2025 (10/1/24-					
Total complaints from previous Fiscal Years	289	215	187	180	104	288					
Total Complainants	251	196	171	168	101	264					
Number complaints pending											
Investigation	2	1	0	0	0	58					
ROI issued, pending Complainant's action	0	1	0	0	0	13					
Hearing	177	138	102	93	53	91					
Final Action	48	31	28	28	21	36					
Appeal with EEOC Office of Federal Operations	62	44	57	59	24	40					

Complaint langeting	Comparative Data (Sec. 1614.705)								
	Previous Fiscal Year Data								
Complaint Investigations 29 CFR §1614.704 (m)	2020	2021	2022	2023	2024	2025 (10/1/24- 12/31/24)			
Pending Complaints Where Investigations Exceeds Required Time Frames	7	1	0	0	0	1			