

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

Complaints by Issue 29 CFR §1614.704 (e)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					2025 (10/1/24- 12/31/24)
<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	
Appointment/Hire	8	3	4	3	12	3
Assignment of Duties	12	4	8	10	15	5
Awards	0	0	0	0	1	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	1	1	1	3	0
Reprimand	9	5	3	3	10	1
Suspension	4	0	5	3	8	0
Removal	9	1	3	3	6	1
Warning	18	7	10	10	18	1
Duty Hours	4	0	3	0	3	0
Performance Evaluation/Appraisal	19	17	13	13	31	8
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	100	54	83	58	101	30
Sexual	7	3	1	1	2	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	7	1	6	8	7	3
Promotion/Non-Selection	31	14	14	23	41	2
Reassignment						
Denied	0	3	3	3	4	0
Directed	1	3	4	6	4	0
Reasonable Accommodation Disability	44	17	29	29	33	12
Reinstatement	0	0	1	0	0	0
Religious Accommodation	0	0	3	1	0	0
Retirement	4	5	6	2	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	7	0	6	2	5	1
Termination	20	15	7	13	18	9
Terms/Conditions of Employment	4	1	1	1	10	0
Time and Attendance	28	10	23	22	19	7
Training	6	4	4	4	10	2
Other*	11	8	6	3	13	1

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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 and final action for:						
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 requested						
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 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	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 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	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%

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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-
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 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	7	1	0	0	0	1