

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
Veterans Health 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	65	50	68	61	77	10
Assignment of Duties	275	245	225	280	373	94
Awards	5	17	17	20	28	3
Conversion to Full-time	0	2	2	1	1	0
Disciplinary Action						
Demotion	23	22	22	20	25	2
Reprimand	112	106	70	64	145	24
Suspension	88	78	78	81	108	25
Removal	73	53	56	47	59	12
Warning	173	129	219	320	362	87
Duty Hours	106	76	100	113	153	44
Performance Evaluation/Appraisal	290	239	259	327	416	97
Examination/Test	2	0	4	4	1	0
Harassment						
Non-Sexual	1584	1512	1710	1785	2299	560
Sexual	72	80	90	94	145	24
Medical Examination	12	4	8	16	17	5
Pay (Including Overtime)	161	148	179	198	265	48
Promotion/Non-Selection	344	317	308	326	347	64
Reassignment						
Denied	20	19	17	18	45	8
Directed	253	182	232	285	413	106
Reasonable Accommodation Disability	358	306	400	376	477	107
Reinstatement	2	0	2	2	3	0
Religious Accommodation	6	6	160	29	13	1
Retirement	43	34	38	45	4	3
Sex-Stereotyping	0	0	2	0	1	1
Telework	64	85	73	76	110	25
Termination	263	258	232	243	375	90
Terms/Conditions of Employment	38	34	25	36	143	10
Time and Attendance	408	373	360	472	578	122
Training	71	55	66	104	165	39
Other*	138	128	140	126	112	25

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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	122.4	124.3	229.4	203	221.4	234.6
Average number of days in final action stage	778.5	101.8	70.7	53.1	48.5	49.8
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	196.2	188.6	302.6	216.3	220	240.8
Average number of days in final action stage	13	6.5	6.6	5.2	4.5	4.8
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	202.5	198.4	243.8	201	224.3	220.7
Average number of days in final action stage	310	197.1	134.8	101	92.5	94.8

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	498	543	463	432	452	107
Average days pending prior to dismissal	41.59	45.9	51.3	107	90.48	56.6

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	163	175	194	195	198	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	69	100%	58	100%	55	100%	57	100%	89	100%	21	100%
Without Hearing	35	51%	37	64%	35	64%	45	79%	75	84%	3	14%
With Hearing	34	49%	21	36%	20	36%	12	21%	14	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	69	100%	58	100%	55	100%	57	100%	89	100%	21	100%
Appointment/Hire	1	1%	0	0%	0	0%	1	2%	0	0%	0	0%
Assignment of Duties	4	6%	1	2%	3	5%	1	2%	6	7%	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											0%	
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	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	2	3%	1	2%	1	2%	0	0%	0	0%	0	0%
Warning	5	7%	0	0%	1	2%	2	4%	6	7%	1	5%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%
Evaluation Appraisal	5	7%	2	3%	0	0%	3	5%	7	8%	1	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment											0%	
Non-Sexual	19	28%	14	24%	19	35%	15	26%	35	39%	10	48%
Sexual	6	9%	8	14%	7	13%	8	14%	9	10%	3	14%
Medical Examination	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	1%	4	7%	4	7%	0	0%	2	2%	0	0%
Promotion/Non-Selection	14	20%	11	19%	2	4%	2	4%	6	7%	0	0%
Reassignment											0%	
Denied	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	1%	1	2%	1	2%	1	2%	4	4%	0	0%
Reasonable Accommodation	10	14%	11	19%	17	31%	17	30%	34	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	7%	3	5%	2	4%	6	7%	1	5%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	1%	4	7%	6	11%	2	4%	6	7%	1	5%
Training	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Other	20	29%	10	17%	11	20%	7	12%	16	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	35	100%	37	100%	35	100%	45	100%	75	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	6%	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	3%	1	3%	0	0%	0	0%	0	0%
Suspension	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	2	6%	0	0%	0	0%	2	4%	4	5%	1	5%
Duty Hours	2	6%	0	0%	0	0%	0	0%	0	0%	1	5%
Evaluation Appraisal	2	6%	0	0%	0	0%	3	7%	5	7%	1	5%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	6	17%	3	8%	9	26%	9	20%	29	39%	8	44%
Sexual	6	17%	6	16%	3	9%	7	16%	9	12%	3	17%
Medical Examination	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	3%	3	9%	0	0%	2	3%	0	0%
Promotion/Non-Selection	6	17%	7	19%	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%	1	1%	0	0%
Reasonable Accommodation	6	17%	9	24%	12	34%	14	31%	32	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	6%	0	0%	0	0%	0	0%	5	7%	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	9%	2	4%	4	5%	1	5%
Training	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
Other	10	29%	9	24%	10	29%	6	13%	14	19%	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	34	100%	21	100%	20	100%	12	100%	14	100%	3	100%
Appointment/Hire	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	3	9%	1	5%	1	5%	0	0%	2	14%	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	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	1	5%	1	5%	0	0%	0	0%	0	0%
Warning	3	9%	0	0%	1	5%	0	0%	2	14%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	3	9%	2	10%	0	0%	0	0%	2	14%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	13	38%	11	52%	10	50%	6	50%	6	43%	2	67%
Sexual	0	0%	2	10%	4	20%	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	5%	0	0%	0	0%	0	0%
Promotion/Non-Selection	8	24%	4	19%	2	10%	0	0%	0	0%	0	0%
Reassignment												
Denied	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	3%	1	5%	1	5%	0	0%	3	21%	0	0%
Reasonable Accommodation	4	12%	2	10%	5	25%	6	50%	2	14%	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%	3	15%	2	17%	1	7%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	3%	2	10%	3	15%	0	0%	2	14%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	10	29%	1	5%	1	5%	1	8%	2	14%	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					
	2020	2021	2022	2023	2024	2025 (10/1/24-12/31/24)
Total complaints from previous Fiscal Years	3907	3247	3171	3490	2350	5416
Total Complainants	3395	2864	2837	3175	2278	4975
Number complaints pending						
Investigation	11	2	1	7	7	824
ROI issued, pending Complainant's action	15	7	5	36	35	238
Hearing	2587	2237	1999	1970	1108	1781
Final Action	650	414	480	635	529	809
Appeal with EEOC Office of Federal Operations	644	587	686	842	671	843

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	40	40	13	2	2	4