

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

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					2010 Q1
Complaint Activity	Previous Fiscal Year Data					
	2005	2006	2007	2008	2009	
Number of Complaints Filed in FY 1614.704(a)	140	114	117	145	143	31
Number of Complainants 1614.704(b)	126	107	106	132	136	29
Repeat Filers 1614.704(c)	14	6	8	16	8	3

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					2010 Q1
Complaints by Basis	Previous Fiscal Year Data					
	2005	2006	2007	2008	2009	
Race	58	96	75	82	215	16
Color	2	3	1	12	15	1
Religion	2	2	2	4	7	0
Reprisal	36	58	90	91	126	23
Sex	48	61	57	68	139	13
National Origin	4	11	8	4	4	0
Equal Pay Act				0	0	0
Age	44	48	84	54	136	18
Disability	33	49	93	71	137	14
Other	2	4	2	0	0	0
Non-EEO						

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

29 CFR §1614.704(e) Complaints by Issue	29 CFR §1614.705 Comparative Data					2010 Q1
	Previous Fiscal Year Data					
	2005	2006	2007	2008	2009	
Appointment/Hire	2	14	10	6	7	1
Assignment of Duties	8	16	6	8	6	0
Awards	4	3	4	4	2	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	29	43	27	23	31	3
Demotion	2	0	0	0	2	1
Reprimand	3	7	3	2	3	0
Suspension	10	1	6	6	5	1
Removal	2	0	6	5	7	0
Other	12	35	12	10	14	1
Duty Hours	0	7	0	2	2	0
Evaluation Appraisal	2	8	9	4	8	2
Examination/Test	0	0	0	0	0	1
Harassment	34	109	93	45	157	10
Non-Sexual	33	102	90	39	144	10
Sexual	1	7	3	6	13	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	2	3	1	0	0
Promotion/Non-Selection	55	67	50	65	41	12
Reassignment	4	6	2	3	6	0
Denied						
Directed						
Reasonable Accommodation	11	9	13	15	12	2
Reinstatement	1	0	1	0	0	0
Retirement	3	4	3	1	2	1
Termination	7	12	25	14	21	1
Terms/Conditions of Employment	3	2	2	1	0	0
Time and Attendance	12	8	5	9	15	1
Training	5	1	2	4	5	0
Other	0	0	27	33	31	9

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

Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		29 CFR §1614.704(f)										Num.	Ave. Days
		Previous Fiscal Year Data											
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days
		2005		2006		2007		2008		2009			
All complaints pending in Investigative Stage	1614.704	69	114	44	151	25	145	36	127	27	103	27	102
All complaints pending in Final Agency Action Stage	(f) (1)	16	70	10	756	16	468	12	294	16	444	19	409
All complaints pending in which Hearing was not requested	1614.704 (f) (2)	42	144	9	749	18	256	31	231	16	444	18	374
Time in Investigation Stage		42	72	9	211	18	189	31	172	16	171	18	166
Time to issue Final Agency Action		42	70	33	64	18	67	31	59	30	*82	6	86
All complaints pending in which a Hearing was requested	1614.704 (f) (3)	27	693	49	550	18	245	14	193	93	553	87	570
Time in Investigation Stage		27	76	49	215	18	229	14	183	93	185	87	176
Time to issue Final Agency Action		27	10	28	11	18	16	14	10	17	13	5	22

* This figure includes the average delay getting the file to Department's adjudication office (OEDCA) in VA's Central Office of 11 days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 71 days.

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					2010 Q1
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	2005	2006	2007	2008	2009	
Total Complaints Dismissed by Agency	27	13	25	19	33	5
Average days pending prior to dismissal	69.7	49.5	41.8	40.68	50.6	49

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2010 Q1
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2005	2006	2007	2008	2009	
Total Complaints Withdrawn by Complainants	12	15	13	12	15	4

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

29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2010 Q1
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					
	2005	2006	2007	2008	2009	
Total complaints from previous Fiscal Years 704(l)(1)	52	43	43	39	68	126
Total Complainants 704(l)(2)	47	40	42	35	58	111
Number complaints pending: 704(l)(3)						
Investigation	0	0	3	0	0	12
ROI issued, pending Complainant's action	5	2	1	0	2	5
Hearing	65	43	31	36	57	87
Final Agency Action	9	7	8	6	8	19
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA*	NA	1	3
*Do not track						

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					2010 Q1
Complaint Investigations	Previous Fiscal Year Data					
	2005	2006	2007	2008	2009	
Number Pending Completion of Investigation	36	14	25	36	27	27
Pending Investigations Over Required Time Frames	1	4	6	5	4	0