



**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					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2021	2022	2023	2024	2025	2026 (10/1/25-12/31/25)
Appointment/Hire	3	4	3	12	5	0
Assignment of Duties	4	8	10	15	25	7
Awards	0	0	0	1	2	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	1	1	3	2	1
Reprimand	5	3	3	10	12	5
Suspension	0	5	3	8	8	3
Removal	1	3	3	6	7	2
Warning	7	10	10	18	16	8
Duty Hours	0	3	0	3	5	1
Performance Evaluation/Appraisal	17	13	13	31	47	11
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	54	83	58	101	147	46
Sexual	3	1	1	2	3	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	6	8	7	9	5
Promotion/Non-Selection	14	14	23	41	11	3
<b>Reassignment</b>						
Denied	3	3	3	4	1	1
Directed	3	4	6	4	7	1
Reasonable Accommodation Disability	17	29	29	33	105	66
Reinstatement	0	1	0	0	1	0
Religious Accommodation	0	3	1	0	1	2
Retirement	5	6	2	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	6	2	5	13	4
Termination	15	7	13	18	40	4
Terms/Conditions of Employment	1	1	1	10	2	1
Time and Attendance	10	23	22	19	47	14
Training	4	4	4	10	13	3
Other*	8	6	3	13	11	2

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
The average length of time it has taken an agency to complete, respectively, investigation and final action for:	2021	2022	2023	2024	2025	2026 (10/1/25-12/31/25)
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	108.4	177.8	192.8	209.9	222.4	251.4
Average number of days in final action stage	91.9	95.1	46.4	45.6	51.9	122.2
<b>Complaints pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	175.4	337.8	190.3	214.3	238.1	214.1
Average number of days in final action stage	6.2	13.3	4.3	3.8	8.7	4.8
<b>Complaints pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	202.3	224.0	174.6	199.3	228.5	290.7
Average number of days in final action stage	177.6	176.9	88.5	87.4	95.1	239.6

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-12/31/25)
Total Complaints Dismissed by Agency	27	32	16	21	25	9
Average days pending prior to dismissal	46.96	42	78.31	150.8	256.6	55.9

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-12/31/25)
Total Complaints Withdrawn by Complainants	16	9	13	14	15	6

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2021		2022		2023		2024		2025		2026 (10/1/25-12/31/25)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5	100%	4	100%	3	100%	0	0%	1	100%	1	100%
Without Hearing	5	100%	1	25%	2	100%	0	0%	1	100%	1	100%
With Hearing	0	0%	3	75%	1	0%	0	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					
	2021	2022	2023	2024	2025	2026 (10/1/25-12/31/25)
Total complaints from previous Fiscal Years	215	187	180	104	144	132
Total Complainants	196	171	168	101	139	128
<b>Number complaints pending</b>						
Investigation	1	0	0	0	1	0
ROI issued, pending Complainant's action	1	0	0	0	2	1
Hearing	138	102	93	53	73	64
Final Action	31	28	28	21	25	22
Appeal with EEOC Office of Federal Operations	44	57	59	24	43	45

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-12/31/25)
Pending Complaints Where Investigations Exceeds Required Time Frames	1	0	0	0	0	0