



**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Complaint Activity**  
**National Cemetery 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 (10/1/25-3/31/26)
Appointment/Hire	1	1	1	1	0	1
Assignment of Duties	1	2	3	0	1	1
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	1	0	0	0	0	0
Reprimand	0	1	0	0	1	0
Suspension	0	1	3	0	1	0
Removal	0	0	2	0	0	0
Warning	2	1	2	3	1	2
Duty Hours	0	2	0	0	0	0
Performance Evaluation/Appraisal	0	1	1	1	2	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	10	13	17	7	7	2
Sexual	1	2	1	1	0	1
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	4	0	1	1
Promotion/Non-Selection	6	2	3	2	3	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	1
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	4	3	2	2	0	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	4	0	3	4	2	2
Terms/Conditions of Employment	0	0	0	1	0	0
Time and Attendance	2	1	5	1	1	2
Training	0	1	2	0	2	1
Other*	0	0	2	1	1	0

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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 an final action for:	2021	2022	2023	2024	2025	2026 (10/1/25-3/31/26)
<b>Complaints pending (for any length of time) during fiscal year</b>						
Average number of days in investigation stage	111.2	151.5	202.3	216.2	184.8	208
Average number of days in final action stage	74.9	79.6	33.1	52.5	61.9	84.5
<b>Complaints pending during fiscal year where hearing was requested</b>						
Average number of days in investigation stage	174	0	203.7	208.4	190	203
Average number of days in final action stage	3.5	7.7	3.8	3.2	7	0
<b>Complaints pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation stage	197.9	0	171	228.6	187.6	213
Average number of days in final action stage	146.2	151.5	62.3	101.8	116.7	84.5

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-3/31/26)
Total Complaints Dismissed by Agency	2	3	7	1	1	2
Average days pending prior to dismissal	51	29	77.4	238	113	30

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-3/31/26)
Total Complaints Withdrawn by Complainants	1	3	2	1	1	0

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 (10/1/25-3/31/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	2	100%	0	0%	1	100%	0	0%	0	0%
Without Hearing	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%
With Hearing	0	0%	0	0%	0	0%	1	100%	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 (10/1/25-3/31/26)
Total complaints from previous Fiscal Years	35	32	30	20	17	14
Total Complainants	31	28	27	20	17	14
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	20	14	11	9	8	8
Final Action	5	6	3	3	2	1
Appeal with EEOC Office of Federal Operations	10	12	16	8	7	5

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-3/31/26)
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	0	0	3