

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
VA-Wide

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	55	77	67	97	37	29
Assignment of Duties	254	242	301	396	391	221
Awards	18	17	20	29	21	13
Conversion to Full-time	2	2	1	2	2	0
Disciplinary Action						
Demotion	24	23	22	28	16	10
Reprimand	115	79	70	160	222	143
Suspension	80	86	90	118	131	82
Removal	58	61	52	66	93	56
Warning	147	233	342	388	311	219
Duty Hours	77	106	113	158	172	103
Performance Evaluation/Appraisal	272	284	353	460	443	256
Examination/Test	0	4	2	1	3	1
Harassment						
Non-Sexual	1633	1881	1905	2483	2341	1334
Sexual	86	95	98	151	100	43
Medical Examination	4	8	16	17	16	8
Pay (Including Overtime)	154	187	213	273	210	114
Promotion/Non-Selection	355	340	366	403	225	104
Reassignment						
Denied	23	22	22	49	49	169
Directed	187	239	292	422	382	90
Reasonable Accommodation Disability	331	445	418	526	562	464
Reinstatement	0	3	2	3	2	1
Religious Accommodation	6	163	30	13	14	7
Retirement	41	48	49	4	9	0
Sex-Stereotyping	0	3	0	2	1	0
Telework	89	82	82	119	119	45
Termination	280	247	262	401	395	161
Terms/Conditions of Employment	36	26	38	158	45	51
Time and Attendance	389	391	507	602	611	348
Training	60	71	111	178	166	71
Other*	143	146	134	142	162	18

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
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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)
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	123.5	225.8	202.8	221.7	240.5	247.44
Average number of days in final action stage	103.0	72.6	52.7	48.1	65.5	91.8
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	187.4	306.5	214.3	220.7	232.6	243.1
Average number of days in final action stage	6.5	6.8	5.1	4.5	8	35
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	198.2	241.9	200.6	223.7	237.2	255.6
Average number of days in final action stage	199.5	138.3	100.3	91.7	123	158.6

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-3/31/26)
Total Complaints Dismissed by Agency	595	511	474	485	485	383
Average days pending prior to dismissal	46.1	61.9	106.1	92.6	70.6	181.7

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	197	215	218	218	349	105

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	65	100%	63	100%	62	100%	92	100%	58	100%	32	100%
Without Hearing	44	68%	38	60%	49	79%	77	84%	44	76%	27	84%
With Hearing	21	32%	25	40%	13	21%	15	16%	14	24%	5	16%

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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											
	2021		2022		2023		2024		2025		2026 (10/1/25-3/31/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	65	100%	63	100%	62	100%	92	100%	58	100%	32	100%
Appointment/Hire	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Assignment of Duties	1	2%	3	5%	1	2%	5	5%	1	2%	0	0%
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	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	1	2%	1	2%	0	0%	0	0%	0	0%	1	3%
Warning	1	2%	2	3%	2	3%	6	7%	2	3%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Evaluation Appraisal	3	5%	0	0%	3	5%	7	8%	1	2%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	15	23%	21	33%	16	26%	35	38%	22	38%	5	16%
Sexual	8	12%	8	13%	8	13%	9	10%	7	12%	5	16%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	4	6%	4	6%	0	0%	2	2%	1	2%	0	0%
Promotion/Non-Selection	11	17%	2	3%	2	3%	6	7%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
Directed	1	2%	1	2%	1	2%	5	5%	0	0%	0	0%
Reasonable Accommodation	16	25%	20	32%	22	35%	35	38%	22	38%	15	47%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	1	2%	0	0%	1	2%	1	3%
Retirement	0	0%	1	2%	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	4	6%	4	6%	3	5%	6	7%	3	5%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	4	6%	6	10%	2	3%	6	7%	3	5%	2	6%
Training	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Other	10	15%	11	17%	7	11%	17	18%	21	36%	9	28%

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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											
	2021		2022		2023		2024		2025		2026 (10/1/25-3/31/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	44	100%	38	100%	49	100%	77	100%	44	100%	27	100%
Appointment/Hire	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	2	5%	1	2%	4	5%	1	2%	0	0%
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	1	2%	1	3%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
Warning	1	2%	1	3%	2	4%	4	5%	2	5%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Evaluation Appraisal	1	2%	0	0%	3	6%	5	6%	1	2%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	4	9%	9	24%	10	20%	29	38%	17	39%	5	19%
Sexual	6	14%	4	11%	7	12%	9	12%	5	11%	5	19%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	2%	3	8%	0	0%	2	3%	1	2%	0	0%
Promotion/Non-Selection	7	16%	0	0%	2	4%	6	8%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	1	2%	2	3%	0	0%	0	0%
Reasonable Accommodation	14	32%	13	34%	14	29%	33	43%	20	45%	12	44%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	1	2%	0	0%	0	0%	1	4%
Retirement	0	0%	1	3%	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%	0	0%	1	2%	5	6%	2	5%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	2	5%	3	8%	2	4%	4	5%	3	7%	2	7%
Training	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Other	9	20%	10	26%	6	12%	14	18%	15	34%	7	26%

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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											
	2021		2022		2023		2024		2025		2026 (10/1/25-3/31/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	21	100%	25	100%	13	100%	15	100%	14	100%	5	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	1	5%	1	4%	0	0%	2	13%	0	0%	0	0%
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%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	1	5%	1	4%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	1	4%	0	0%	2	13%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	2	10%	0	0%	0	0%	2	13%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	11	52%	12	48%	6	46%	6	40%	5	36%	0	0%
Sexual	2	10%	4	16%	1	8%	0	0%	2	14%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	3	14%	1	4%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	4	19%	2	8%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%
Directed	1	5%	1	4%	0	0%	4	27%	0	0%	0	0%
Reasonable Accommodation	2	10%	7	28%	7	54%	2	13%	2	14%	3	60%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	1	7%	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	4	19%	4	16%	2	15%	1	7%	1	7%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	2	10%	3	12%	0	0%	2	13%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	5%	1	4%	1	8%	2	13%	6	43%	2	40%

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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	3680	3553	3851	2566	3141	2376
Total Complainants	3255	3177	3509	2485	2916	2224
Number complaints pending						
Investigation	3	4	7	10	27	19
ROI issued, pending Complainant's action	8	6	37	35	51	19
Hearing	2523	2214	2161	1214	1618	1115
Final Action	468	536	684	574	732	585
Appeal with EEOC Office of Federal Operations	678	793	962	733	714	638

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	43	15	2	2	2	0