

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>	2021	2022	2023	2024	2025	2026 (10/1/25-3/31/26)
Appointment/Hire	50	68	61	77	28	25
Assignment of Duties	245	225	280	373	361	198
Awards	17	17	20	28	18	12
Conversion to Full-time	2	2	1	1	2	1
Disciplinary Action						
Demotion	22	22	20	25	13	8
Reprimand	106	70	64	145	207	132
Suspension	78	78	81	108	120	78
Removal	53	56	47	59	85	49
Warning	129	219	320	362	289	202
Duty Hours	76	100	113	153	166	99
Performance Evaluation/Appraisal	239	259	327	416	380	219
Examination/Test	0	4	4	1	3	1
Harassment						
Non-Sexual	1512	1710	1785	2299	2113	1206
Sexual	80	90	94	145	96	40
Medical Examination	4	8	16	17	16	8
Pay (Including Overtime)	148	179	198	265	197	102
Promotion/Non-Selection	317	308	326	347	203	96
Reassignment						
Denied	19	17	18	45	47	161
Directed	182	232	285	413	374	88
Reasonable Accommodation Disability	306	400	376	477	446	333
Reinstatement	0	2	2	3	1	1
Religious Accommodation	6	160	29	13	8	5
Retirement	34	38	45	4	8	0
Sex-Stereotyping	0	2	0	1	1	0
Telework	85	73	76	110	103	36
Termination	258	232	243	375	340	143
Terms/Conditions of Employment	34	25	36	143	42	47
Time and Attendance	373	360	472	578	560	309
Training	55	66	104	165	151	61
Other*	128	140	126	112	144	59

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-3/31/26)
The average length of time it has taken an agency to complete, respectively, investigation an final action for:						
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	124.3	229.4	203	221.4	242	249.53
Average number of days in final action stage	101.8	70.7	53.1	48.5	65.3	91.8
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	188.6	302.6	216.3	220	233.6	259.59
Average number of days in final action stage	6.5	6.6	5.2	4.5	7.6	35.5
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	198.4	243.8	201	224.3	238.5	253.07
Average number of days in final action stage	197.1	134.8	101	92.5	123	158.4

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	543	463	432	452	447	350
Average days pending prior to dismissal	45.9	51.3	107	90.48	61.2	188.03

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	175	194	195	198	311	81

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	58	100%	55	100%	57	100%	89	100%	55	100%	25	100%
Without Hearing	37	64%	35	64%	45	79%	75	84%	42	76%	21	84%
With Hearing	21	36%	20	36%	12	21%	14	16%	13	24%	4	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	58	100%	55	100%	57	100%	89	100%	55	100%	25	100%		
Appointment/Hire	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%		
Assignment of Duties	1	2%	3	5%	1	2%	6	7%	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%	0	0%		
Warning	0	0%	1	2%	2	4%	6	11%	2	4%	0	0%		
Duty Hours	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%		
Evaluation Appraisal	2	3%	0	0%	3	5%	7	13%	1	2%	0	0%		
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Harassment														
Non-Sexual	14	24%	19	35%	15	26%	35	64%	22	40%	5	20%		
Sexual	8	14%	7	13%	8	14%	9	16%	7	13%	5	20%		
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Pay (Including Overtime)	4	7%	4	7%	0	0%	2	4%	1	2%	0	0%		
Promotion/Non-Selection	11	19%	2	4%	2	4%	6	11%	0	0%	0	0%		
Reassignment														
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%		
Directed	1	2%	1	2%	1	2%	4	7%	0	0%	0	0%		
Reasonable Accommodation	11	19%	17	31%	17	30%	34	62%	20	36%	10	40%		
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	4%		
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	7%	3	5%	2	4%	6	11%	2	4%	0	0%		
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		
Time and Attendance	4	7%	6	11%	2	4%	6	11%	3	5%	1	4%		
Training	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%		
Other	10	17%	11	20%	7	12%	16	29%	19	35%	8	32%		

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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	37	100%	35	100%	45	100%	75	100%	42	100%	21	0%
Appointment/Hire	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	2	6%	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	3%	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%	0	0%
Warning	0	0%	0	0%	2	4%	4	5%	2	5%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Evaluation Appraisal	0	0%	0	0%	3	7%	5	7%	1	2%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	8%	9	26%	9	20%	29	39%	17	40%	5	24%
Sexual	6	16%	3	9%	7	16%	9	12%	5	12%	5	24%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	3%	3	9%	0	0%	2	3%	1	2%	0	0%
Promotion/Non-Selection	7	19%	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%	1	1%	0	0%	0	0%
Reasonable Accommodation	9	24%	12	34%	14	31%	32	43%	18	43%	8	38%
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	5%
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%	0	0%	5	7%	1	2%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	2	5%	3	9%	2	4%	4	5%	3	7%	1	4%
Training	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Other	9	24%	10	29%	6	13%	14	19%	14	33%	6	29%

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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%	20	100%	12	100%	14	100%	13	100%	4	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	1	5%	1	5%	0	0%	2	14%	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	5%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	1	5%	0	0%	2	14%	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	14%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	11	52%	10	50%	6	50%	6	43%	5	38%	0	0%
Sexual	2	10%	4	20%	1	8%	0	0%	2	15%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	3	14%	1	5%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	4	19%	2	10%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%
Directed	1	5%	1	5%	0	0%	3	21%	0	0%	0	0%
Reasonable Accommodation	2	10%	5	25%	6	50%	2	14%	2	15%	2	50%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	1	8%	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%	3	15%	2	17%	1	7%	1	8%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	2	10%	3	15%	0	0%	2	14%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	5%	1	5%	1	8%	2	14%	5	38%	2	50%

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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	3247	3171	3490	2350	2842	2143
Total Complainants	2864	2837	3175	2278	2638	2007
Number complaints pending						
Investigation	2	1	7	7	13	6
ROI issued, pending Complainant's action	7	5	36	35	43	15
Hearing	2237	1999	1970	1108	1476	1008
Final Action	414	480	635	529	666	536
Appeal with EEOC Office of Federal Operations	587	686	842	671	645	578

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	40	13	2	2	2	0