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

Complaint Activity 29 CFR §1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-9/30/26)
Number of Complaints Filed	20	13	23	14	11	17
Number of Complainants	19	13	22	14	10	16
Repeat Filers	1	0	1	0	1	1

Complaints by Basis 29 CFR §1614.704 (d)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data					
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2021	2022	2023	2024	2025	2026 (10/1/25-9/30/26)
Race	6	5	9	3	1	4
Color	0	1	0	1	0	0
Religion	0	0	1	1	1	2
Reprisal	8	4	12	4	6	8
Sex	3	3	4	4	6	5
Pregnancy Discrimination Act	0	0	0	1	0	1
National Origin	0	0	1	1	0	2
Equal Pay Act	0	0	0	0	0	0
Age	9	5	4	2	1	3
Disability	9	7	9	4	2	5
GINA	0	0	0	0	0	0
Non-EEO basis	0	0	0	0	0	0

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					
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2021	2022	2023	2024	2025	2026 (10/1/25-9/30/26)
Appointment/Hire	1	1	1	1	0	1
Assignment of Duties	1	2	3	0	1	3
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
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	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	10	13	17	7	7	11
Sexual	1	2	1	1	0	2
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	1
Reassignment						
Denied	0	0	0	0	0	1
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	4	3	2	2	0	2
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	1
Termination	4	0	3	4	2	2
Terms/Conditions of Employment	0	0	0	1	0	2
Time and Attendance	2	1	5	1	1	4
Training	0	1	2	0	2	2
Other*	0	0	2	1	1	1

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

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 (10/1/25-9/30/26)
Complaints pending *(for any length of time)* during fiscal year						
Average number of days in investigation stage	111.2	151.5	202.3	216.2	184.8	198.1
Average number of days in final action stage	74.9	79.6	33.1	52.5	61.9	366.3
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	174	0	203.7	208.4	190	209.2
Average number of days in final action stage	3.5	7.7	3.8	3.2	7	18
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	197.9	0	171	228.6	187.6	179.7
Average number of days in final action stage	146.2	151.5	62.3	101.8	116.7	540.5

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-9/30/26)
Total Complaints Dismissed by Agency	2	3	7	1	1	3
Average days pending prior to dismissal	51	29	77.4	238	113	37

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-9/30/26)
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 (10/1/25-9/30/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
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%

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

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2021		2022		2023		2024		2025		2026 (10/1/25-9/30/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0	0	0	0	0	0	0	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	1	50%	0	0%	1	100%	0	0%	0	0%
Sex	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2021		2022		2023		2024		2025		2026 (10/1/25-9/30/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	2021		2022		2023		2024		2025		2026 (10/1/25-9/30/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

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 (10/1/25-9/30/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	2	100%	0	0%	1	100%	0	0%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

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 (10/1/25-9/30/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

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 (10/1/25-9/30/26)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

Pending Complaints Filed in Previous Fiscal Years by Status29 CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-9/30/26)
Total complaints from previous Fiscal Years	35	32	30	20	17	11
Total Complainants	31	28	27	20	17	11
Number complaints pending						
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	6
Final Action	5	6	3	3	2	1
Appeal with EEOC Office of Federal Operations	10	12	16	8	7	4

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-9/30/26)
Pending Complaints Where Investigations Exceeds Required Time Frames	0	0	0	0	0	0