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

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	2601	2918	2864	3562	3076	4194
Number of Complainants	2478	2775	2756	3416	2967	3962
Repeat Filers	112	134	91	135	104	128

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	967	994	1048	1160	995	1080
Color	104	131	183	173	162	227
Religion	66	326	138	129	136	123
Reprisal	1178	1180	1351	1525	1545	2040
Sex	698	754	781	963	805	843
Pregnancy Discrimination Act	18	25	31	38	41	64
National Origin	213	234	255	290	276	291
Equal Pay Act	24	2	1	2	4	1
Age	618	635	664	707	640	775
Disability	954	1110	1108	1284	1328	2078
GINA	3	10	7	7	4	4
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
VA-Wide

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	55	77	67	97	37	54
Assignment of Duties	254	242	301	396	391	554
Awards	18	17	20	29	21	21
Conversion to Full-time	2	2	1	2	2	2
Disciplinary Action						
Demotion	24	23	22	28	16	26
Reprimand	115	79	70	160	222	304
Suspension	80	86	90	118	131	201
Removal	58	61	52	66	93	123
Warning	147	233	342	388	311	443
Duty Hours	77	106	113	158	172	210
Performance Evaluation/Appraisal	272	284	353	460	443	570
Examination/Test	0	4	2	1	3	1
Harassment						
Non-Sexual	1633	1881	1905	2483	2341	2863
Sexual	86	95	98	151	100	94
Medical Examination	4	8	16	17	16	14
Pay (Including Overtime)	154	187	213	273	210	232
Promotion/Non-Selection	355	340	366	403	225	271
Reassignment						
Denied	23	22	22	49	49	376
Directed	187	239	292	422	382	228
Reasonable Accommodation Disability	331	445	418	526	562	1205
Reinstatement	0	3	2	3	2	2
Religious Accommodation	6	163	30	13	14	14
Retirement	41	48	49	4	9	0
Sex-Stereotyping	0	3	0	2	1	0
Telework	89	82	82	119	119	96
Termination	280	247	262	401	395	357
Terms/Conditions of Employment	36	26	38	158	45	124
Time and Attendance	389	391	507	602	611	802
Training	60	71	111	178	166	176
Other*	143	146	134	142	162	145

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

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	123.5	225.8	202.8	221.7	240.5	240
Average number of days in final action stage	103.0	72.6	52.7	48.1	65.5	67.1
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	239.6
Average number of days in final action stage	6.5	6.8	5.1	4.5	8	27
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	240.6
Average number of days in final action stage	199.5	138.3	100.3	91.7	123	141.4

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-9/30/26)
Total Complaints Dismissed by Agency	595	511	474	485	485	879
Average days pending prior to dismissal	46.1	61.9	106.1	92.6	70.6	193.1

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	197	215	218	218	349	243

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	65	100%	63	100%	62	100%	92	100%	58	100%	53	100%
Without Hearing	44	68%	38	60%	49	79%	77	84%	44	76%	38	72%
With Hearing	21	32%	25	40%	13	21%	15	16%	14	24%	15	28%

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

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	65	100%	63	100%	62	100%	92	100%	58	100%	53	100%
Race	5	8%	4	6%	5	8%	13	14%	7	12%	3	6%
Color	1	2%	2	3%	0	0%	0	0%	3	5%	0	0%
Religion	0	0%	1	2%	2	3%	0	0%	6	10%	2	4%
Reprisal	27	42%	26	41%	19	31%	45	49%	22	38%	16	30%
Sex	16	25%	18	29%	11	18%	18	20%	12	21%	9	17%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	3	5%	4	8%
National Origin	1	2%	1	2%	2	3%	2	2%	1	2%	0	0%
Equal Pay Act	0	0%	2	3%	0	0%	0	0%	0	0%	0	0%
Age	3	5%	2	3%	3	5%	3	3%	0	0%	0	0%
Disability	24	37%	31	49%	36	58%	42	46%	17	29%	24	45%
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
VA-Wide

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	44	100%	38	100%	49	100%	77	100%	44	100%	38	100%
Race	1	2%	2	5%	5	10%	9	12%	5	11%	1	3%
Color	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%
Religion	0	0%	0	0%	1	2%	0	0%	5	11%	1	3%
Reprisal	15	34%	14	37%	15	31%	31	40%	14	32%	12	32%
Sex	9	20%	7	18%	10	20%	15	19%	8	18%	7	18%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	2	5%	4	11%
National Origin	1	2%	0	0%	1	2%	1	1%	0	0%	0	0%
Equal Pay Act	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	3	6%	2	3%	0	0%	0	0%
Disability	21	48%	20	53%	27	55%	39	51%	16	36%	16	42%
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	21	100%	25	100%	13	100%	15	100%	14	100%	15	100%
Race	4	19%	2	8%	0	0%	4	27%	2	14%	2	13%
Color	1	5%	2	8%	0	0%	0	0%	1	7%	0	0%
Religion	0	0%	1	4%	1	8%	0	0%	1	7%	1	7%
Reprisal	12	57%	12	48%	4	31%	14	93%	9	64%	4	27%
Sex	7	33%	11	44%	1	8%	3	20%	4	29%	2	13%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%
National Origin	0	0%	1	4%	0	0%	1	7%	1	7%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	3	14%	2	8%	0	0%	1	7%	0	0%	0	0%
Disability	3	14%	11	44%	9	69%	3	20%	1	7%	8	53%
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
VA-Wide

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	65	100%	63	100%	62	100%	92	100%	58	100%	53	100%
Appointment/Hire	0	0%	0	0%	1	2%	0	0%	0	0%	1	2%
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	2%
Warning	1	2%	2	3%	2	3%	6	7%	2	3%	2	4%
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%	1	2%
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%	12	23%
Sexual	8	12%	8	13%	8	13%	9	10%	7	12%	6	11%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	4	8%
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%	1	2%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	2%	1	2%	1	2%	5	5%	0	0%	2	4%
Reasonable Accommodation	16	25%	20	32%	22	35%	35	38%	22	38%	24	45%
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%	2	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	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%	1	2%
Time and Attendance	4	6%	6	10%	2	3%	6	7%	3	5%	4	8%
Training	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Other	10	15%	11	17%	7	11%	17	18%	21	36%	4	8%

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

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	44	100%	38	100%	49	100%	77	100%	44	100%	38	100%
Appointment/Hire	0	0%	0	0%	1	2%	0	0%	0	0%	1	3%
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	3%
Warning	1	2%	1	3%	2	4%	4	5%	2	5%	2	5%
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%	1	3%
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%	8	21%
Sexual	6	14%	4	11%	7	12%	9	12%	5	11%	6	16%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	3	8%
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%	16	42%
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	3%
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%	1	3%
Time and Attendance	2	5%	3	8%	2	4%	4	5%	3	7%	4	11%
Training	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Other	9	20%	10	26%	6	12%	14	18%	15	34%	3	8%

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

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	21	100%	25	100%	13	100%	15	100%	14	100%	15	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%	4	27%
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%	1	7%
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%	1	7%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	5%	1	4%	0	0%	4	27%	0	0%	2	13%
Reasonable Accommodation	2	10%	7	28%	7	54%	2	13%	2	14%	8	53%
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%	1	7%
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%	1	7%

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

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	3680	3553	3851	2566	3141	1666
Total Complainants	3255	3177	3509	2485	2916	1568
Number complaints pending						
Investigation	3	4	7	10	27	16
ROI issued, pending Complainant's action	8	6	37	35	51	4
Hearing	2523	2214	2161	1214	1618	677
Final Action	468	536	684	574	732	413
Appeal with EEOC Office of Federal Operations	678	793	962	733	714	556

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	43	15	2	2	2	2