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

Complaint Activity 29 CFR §1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data					
	2020	2021	2022	2023	2024	2026 (10/1/25-9/30/26)
Number of Complaints Filed	106	136	113	191	234	488
Number of Complainants	98	132	112	182	229	478
Repeat Filers	10	4	1	8	5	10

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	39	48	39	54	58	61
Color	1	7	3	8	6	10
Religion	2	8	5	3	8	14
Reprisal	47	54	42	79	88	162
Sex	25	36	24	44	57	56
Pregnancy Discrimination Act	1	0	1	1	2	4
National Origin	5	5	2	9	12	11
Equal Pay Act	0	0	0	0	0	0
Age	28	35	31	33	30	67
Disability	47	66	53	90	161	378
GINA	0	1	0	0	0	1
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
Veterans Benefits 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	3	4	3	12	5	1
Assignment of Duties	4	8	10	15	25	36
Awards	0	0	0	1	2	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	1	1	3	2	2
Reprimand	5	3	3	10	12	19
Suspension	0	5	3	8	8	9
Removal	1	3	3	6	7	13
Warning	7	10	10	18	16	35
Duty Hours	0	3	0	3	5	6
Performance Evaluation/Appraisal	17	13	13	31	47	69
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	54	83	58	101	147	248
Sexual	3	1	1	2	3	4
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	1	6	8	7	9	13
Promotion/Non-Selection	14	14	23	41	11	21
Reassignment						
Denied	3	3	3	4	1	9
Directed	3	4	6	4	7	10
Reasonable Accommodation Disability	17	29	29	33	105	320
Reinstatement	0	1	0	0	1	0
Religious Accommodation	0	3	1	0	1	4
Retirement	5	6	2	0	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	6	2	5	13	11
Termination	15	7	13	18	40	22
Terms/Conditions of Employment	1	1	1	10	2	7
Time and Attendance	10	23	22	19	47	67
Training	4	4	4	10	13	21
Other*	8	6	3	13	11	11

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
Veterans Benefits 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 and 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	108.4	177.8	192.8	209.9	222.4	220.0
Average number of days in final action stage	91.9	95.1	46.4	45.6	51.9	56.5
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	175.4	337.8	190.3	214.3	238.1	217.7
Average number of days in final action stage	6.2	13.3	4.3	3.8	8.7	22.1
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	202.3	224.0	174.6	199.3	228.5	224.0
Average number of days in final action stage	177.6	176.9	88.5	87.4	95.1	97.4

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	27	32	16	21	25	57
Average days pending prior to dismissal	46.96	42	78.31	150.8	256.6	171.5

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	16	9	13	14	15	43

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	5	100%	4	100%	3	100%	0	0%	1	100%	2	100%
Without Hearing	5	100%	1	25%	2	100%	0	0%	1	100%	2	100%
With Hearing	0	0%	3	75%	1	0%	0	0%	0	0%	0	0%

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
Veterans Benefits 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	5	100%	4	100%	3	100%	0	0%	1	100%	2	100%
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	2	40%	1	25%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	2	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%	1	25%	0	0%	0	0%	0	0%	0	0%
Disability	4	80%	3	75%	3	100%	0	0%	1	100%	2	100%
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
Veterans Benefits 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	5	100%	1	100%	2	100%	0	0%	1	100%	2	100%
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	2	40%	0	0%	0	0%	0	0%	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	4	80%	1	100%	2	100%	0	0%	1	100%	2	100%
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%	3	100%	1	100%	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	33%	0	0%	0	0%	0	0%	0	0%
Sex	0	0%	2	67%	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%	1	33%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	2	67%	1	100%	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
Veterans Benefits 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	5	100%	4	100%	3	100%	0	0%	1	100%	2	100%
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	1	20%	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	1	20%	1	25%	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%	0	0%	0	0%	0	0%
Reasonable Accommodation	4	80%	2	50%	3	100%	0	0%	1	100%	1	50%
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%	1	25%	1	33%	0	0%	1	100%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%
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
Veterans Benefits 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	1	100%	5	100%	1	100%	2	100%	0	0%	2	100%
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	20%	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%	1	20%	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%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	100%	4	80%	1	100%	2	100%	0	0%	1	50%
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%	1	50%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%
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
Veterans Benefits 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%	3	100%	1	100%	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%	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%	1	33%	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%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	1	33%	1	100%	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%	1	33%	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
Veterans Benefits 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	215	187	180	104	144	72
Total Complainants	196	171	168	101	139	72
Number complaints pending						
Investigation	1	0	0	0	1	0
ROI issued, pending Complainant's action	1	0	0	0	2	0
Hearing	138	102	93	53	73	33
Final Action	31	28	28	21	25	12
Appeal with EEOC Office of Federal Operations	44	57	59	24	43	27

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	1	0	0	0	0	0