Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
Veterans Health 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	2381	2664	2627	3234	2711	3428
Number of Complainants	2274	2540	2529	3106	2612	3315
Repeat Filers	100	116	82	118	94	109

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	881	900	965	1075	915	983
Color	99	113	176	159	154	209
Religion	62	314	130	125	125	104
Reprisal	1078	1080	1263	1409	1438	1823
Sex	637	681	719	894	734	755
Pregnancy Discrimination Act	17	24	29	36	39	58
National Origin	205	222	246	273	260	273
Equal Pay Act	24	2	1	2	4	1
Age	555	571	612	656	595	689
Disability	866	997	1004	1156	1142	1657
GINA	3	9	7	6	3	3
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 Health 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	50	68	61	77	28	47
Assignment of Duties	245	225	280	373	361	493
Awards	17	17	20	28	18	20
Conversion to Full-time	2	2	1	1	2	2
Disciplinary Action						
Demotion	22	22	20	25	13	21
Reprimand	106	70	64	145	207	282
Suspension	78	78	81	108	120	189
Removal	53	56	47	59	85	107
Warning	129	219	320	362	289	397
Duty Hours	76	100	113	153	166	199
Performance Evaluation/Appraisal	239	259	327	416	380	485
Examination/Test	0	4	4	1	3	1
Harassment						
Non-Sexual	1512	1710	1785	2299	2113	2536
Sexual	80	90	94	145	96	86
Medical Examination	4	8	16	17	16	14
Pay (Including Overtime)	148	179	198	265	197	212
Promotion/Non-Selection	317	308	326	347	203	241
Reassignment						
Denied	19	17	18	45	47	358
Directed	182	232	285	413	374	208
Reasonable Accommodation Disability	306	400	376	477	446	835
Reinstatement	0	2	2	3	1	2
Religious Accommodation	6	160	29	13	8	10
Retirement	34	38	45	4	8	0
Sex-Stereotyping	0	2	0	1	1	0
Telework	85	73	76	110	103	81
Termination	258	232	243	375	340	323
Terms/Conditions of Employment	34	25	36	143	42	113
Time and Attendance	373	360	472	578	560	717
Training	55	66	104	165	151	148
Other*	128	140	126	112	144	127

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
Veterans Health 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	124.3	229.4	203	221.4	242	244
Average number of days in final action stage	101.8	70.7	53.1	48.5	65.3	66.1
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	244.2
Average number of days in final action stage	6.5	6.6	5.2	4.5	7.6	25.9
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	243.8
Average number of days in final action stage	197.1	134.8	101	92.5	123	143.4

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	543	463	432	452	447	794
Average days pending prior to dismissal	45.9	51.3	107	90.48	61.2	194.7

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data					
	2021	2022	2023	2024	2025	2026 (10/1/25-9/30/26)
Total Complaints Withdrawn by Complainants	175	194	195	198	311	190

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	58	100%	55	100%	57	100%	89	100%	55	100%	45	100%
Without Hearing	37	64%	35	64%	45	79%	75	84%	42	76%	32	84%
With Hearing	21	36%	20	36%	12	21%	14	16%	13	24%	13	16%

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
Veterans Health 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	58	100%	55	100%	57	100%	89	100%	55	100%	45	100%
Race	5	9%	4	7%	4	7%	13	24%	7	13%	2	4%
Color	1	2%	2	4%	0	0%	0	0%	3	5%	0	0%
Religion	0	0%	1	2%	2	4%	0	0%	6	11%	2	4%
Reprisal	24	41%	23	42%	19	173%	43	78%	22	40%	14	31%
Sex	16	28%	15	27%	11	19%	18	33%	12	22%	8	18%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	3	5%	4	9%
National Origin	1	2%	1	2%	1	2%	2	4%	1	2%	0	0%
Equal Pay Act	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%
Age	3	5%	1	2%	3	5%	3	5%	0	5%	0	0%
Disability	19	33%	26	47%	32	52%	41	75%	15	27%	18	40%
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 Health 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	37	100%	35	100%	45	100%	75	100%	42	100%	32	100%
Race	1	3%	2	6%	4	9%	0	0%	5	12%	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	12%	1	3%
Reprisal	12	32%	13	37%	15	33%	30	40%	14	33%	10	31%
Sex	9	24%	6	17%	10	22%	15	20%	8	19%	7	22%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	2	5%	4	13%
National Origin	1	3%	0	0%	1	2%	1	1%	0	0%	0	0%
Equal Pay Act	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	3	7%	2	3%	0	0%	0	0%
Disability	16	43%	19	54%	24	53%	38	51%	14	33%	11	34%
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%	20	100%	12	100%	14	100%	13	100%	13	100%
Race	4	19%	2	10%	0	0%	4	29%	2	15%	1	8%
Color	1	5%	2	10%	0	0%	0	0%	1	8%	0	0%
Religion	0	0%	1	5%	1	8%	0	0%	1	8%	1	8%
Reprisal	12	57%	10	50%	4	33%	13	93%	8	62%	4	31%
Sex	7	33%	9	45%	1	8%	3	21%	4	31%	1	8%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%
National Origin	0	0%	1	5%	0	0%	1	7%	1	8%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	3	14%	1	5%	0	0%	1	7%	0	0%	0	0%
Disability	3	14%	7	35%	8	67%	3	21%	1	8%	7	54%
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 Health 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	58	100%	55	100%	57	100%	89	100%	55	100%	45	100%
Appointment/Hire	0	0%	0	0%	1	2%	0	0%	0	0%	1	2%
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%	2	4%
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%	1	2%
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%	10	22%
Sexual	8	14%	7	13%	8	14%	9	16%	7	13%	6	13%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	4	9%
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%	1	2%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	2%	1	2%	1	2%	4	7%	0	0%	2	4%
Reasonable Accommodation	11	19%	17	31%	17	30%	34	62%	20	36%	19	42%
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	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%	3	7%
Training	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%
Other	10	17%	11	20%	7	12%	16	29%	19	35%	4	9%

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
Veterans Health 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	37	100%	35	100%	45	100%	75	100%	42	100%	32	100%
Appointment/Hire	0	0%	0	0%	1	2%	0	0%	0	0%	1	3%
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%	2	6%
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%	1	3%
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%	7	22%
Sexual	6	16%	3	9%	7	16%	9	12%	5	12%	6	19%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	3	9%
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%	12	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	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%	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%	3	9%
Training	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Other	9	24%	10	29%	6	13%	14	19%	14	33%	3	9%

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
Veterans Health 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	21	100%	20	100%	12	100%	14	100%	13	100%	13	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%	3	23%
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%	1	8%
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%	1	8%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	5%	1	5%	0	0%	3	21%	0	0%	2	15%
Reasonable Accommodation	2	10%	5	25%	6	50%	2	14%	2	15%	7	54%
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%	1	8%
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%	1	8%

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
Veterans Health 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	3247	3171	3490	2350	2842	1502
Total Complainants	2864	2837	3175	2278	2638	1413
Number complaints pending						
Investigation	2	1	7	7	13	7
ROI issued, pending Complainant's action	7	5	36	35	43	1
Hearing	2237	1999	1970	1108	1476	611
Final Action	414	480	635	529	666	377
Appeal with EEOC Office of Federal Operations	587	686	842	671	645	506

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	40	13	2	2	2	2