29 CFR §1614.704(a) - (c)	29	CFR §1614	1.705 Cc	mparat	ive Da	ta
Oranalaint Astinita	Pr	evious Fis	cal Year	Data		2000 04
Complaint Activity	2004	2005	2006	2007	2008	2009 Q1
Number of Complaints Filed in FY 1614.704(a)	28	23	31	26	19	1
Number of Complainants 1614.704(b)	25	22	30	26	17	1
Repeat Filers 1614.704(c)	3	1	1	0	1	0

29 CFR §1614.704(d)	29	CFR §1614	1.705 Cc	mparat	ive Da	ta
Complaints by Basis	Р	revious Fis	cal Year	Data		2009 Q1
	2004	2005	2006	2007	2008	
Race	4	6	21	4	13	1
Color	3	0	0	0	0	0
Religion	0	1	5	0	0	0
Reprisal	17	9	38	19	8	1
Sex	8	4	12	12	9	0
National Origin	4	1	1	2	0	0
Equal Pay Act					0	0
Age	4	7	18	16	5	0
Disability	4	7	16	12	8	0
Other	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

29 CFR §1614.704(e)	29	CFR §1614	.705 Cc	mparat	ive Da	ta
Complaints by Issue	Pr	evious Fisc	cal Year	Data		2009 Q1
	2004	2005	2006	2007	2008	
Appointment/Hire	1	0	1	2	0	
Assignment of Duties	0	0	6	0	3	1
Awards	0	3	0	0	1	1
Conversion to Full-time	0	0	0	0	0	
Disciplinary Action	4	6	28	9	3	0
Demotion	1	0	0	0	0	0
Reprimand	0	0	7	0	1	0
Suspension	0	1	15	9	2	0
Removal	3	2	0	0	0	0
Other	0	3	6	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	1	0	1	1	0
Examination/Test	0	0	0	0	0	0
Harassment	20	9	23	19	9	0
Non-Sexual	18	9	21	16	8	0
Sexual	2	0	2	3	1	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	2	1	0	0	0	0
Promotion/Non-Selection	15	5	12	9	2	1
Reassignment	0	0	0	8	1	0
Denied						
Directed						
Reasonable Accommodation	1	0	18	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	1	0	0	0	0
Termination	0	4	5	2	6	0
Terms/Conditions of Employment	1	0	5	0	1	0
Time and Attendance	2	1	1	3	1	0
Training	3	2	6	0	0	0
Other	0	3	6	8	2	0

		29 CFI	R §1614	.704(f)									
Processing Time "post the average length of time it complete each step of the process for every complai				F	Previou	s Fiscal Y	ear D	ata				Num.	Ave. Days
pending during any time of the then fiscal year		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	2009	Q1
		2004		2005		2006		200	7	20	80		
All complaints pending in Investigative Stage	1614.704	6	37	8	157	15	146	5	147	3	118	3	122.33
All complaints pending in Final Agency Action Stage	(f) (1)	8	438	3	77	4	693	7	796	3	251	2	340
All complaints pending in which Hearing was not	1614.704	7	276	5	943								
requested	(f) (2)					4	693	5	283	2	223	2	340
Time in Investigation Stage		7	228	5	155	4	200	5	221	2	169	2	195
Time to issue Final Agency Action		7	48	5	77	6	45	5	62	2	54*	93	*47
All complaints pending in which a Hearing was requested	1614.704	6	239	3	99								
	(f) (3)					4	380	6	203	7	228	9	539.44
Time in Investigation Stage		6	226	3	91	4	189	6	189	7	223	9	222.88
Time to issue Final Agency Action		6	13	3	8	4	14	6	14	7	6	8	8

^{*} This figure includes the average delay in getting the file to the Department's adjudication office (OEDCA) in VA's Central Office of 11 days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was 36 days.

29 CFR §1614.704(g)	29	CFR §1614	.705 Cc	mparat	ive Da	ta
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Pr	evious Fisc	cal Year	Data		2009 Q1
10141101(u)	2004	2005	2006	2007	2008	
Total Complaints Dismissed by Agency	6	4	7	5	1	0
Average days pending prior to dismissal	77.7	70.5				
			56.7	90.6	43	0

29 CFR §1614.704(h)	29	29 CFR §1614.705 Comparative Da								
	Pr	evious Fisc	cal Year	Data		2009 Q1				
Complaints Withdrawn by Complainants	2004	2005	2006	2007	2008					
Total Complaints Withdrawn by Complainants	1	3	1	2	2	0				

29 CFR §1614.704(i)		29 CFR §1614.705 Comparative Data										
		Previous Fiscal Year Data										09 Q1
Total Final Agency Actions Finding Discrimination	2004 2005 2006 2007 2008							2008				
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(i)(1)	0		0		0		1		0		0	
Without Hearing 704(i)(2)							1	100%	0			
With Hearing 704(i)(3)							0	0%	0			

29 CFR §1614.704(j)	29 CFR §1614.705 Comparative Data												
			Pi	revious	Fiscal	al Year Data					20	2009 Q1	
Findings of Discrimination Rendered by Basis	2004		2005		2006		2	007	20	08	İ		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings 704(j)(1)	0		0		0		1		0		0		
Race													
Color													
Religion													
Reprisal							1	100					
Sex													
National Origin													
Equal Pay Act													
Age													
Disability													
Non-EEO													

29 CFR §1614.704(j)			29 CFR	§1614	.705 Co	mparative	Data					,
			Pi	revious	s Fiscal	Year Data	1				20	09 Q1
Findings of Discrimination Rendered by Basis	2004		2005		2006		2	2007	20	80	1	
	#	%	#	%	#	%	#	%	#	%	#	%
Number Findings Rendered	0		0		0		0		0			
After Hearing 704(j)(3)											0	
Race												
Color												
Religion												
Reprisal												
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Non-EEO												

29 CFR §1614.704(j)			29 CFR	§1614.	.705 Co	mparative	Data					
			Pı	evious	Fiscal	Year Data	1				20	09 Q1
Findings of Discrimination Rendered by Basis	2004		2005		2006		2	007	20	80		
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(j)(1)	0		0		0		1		0		0	
Number Findings Rendered Without Hearing 704(i)(2)	0		0		0		1	100%	0			
Race												
Color												
Religion												
Reprisal							1	100%				.
Sex												
National Origin												
Equal Pay Act												
Age												
Disability												
Non-EEO												

29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Fig. 19			Pr	evious	s Fiscal	Year Data	a				2009 Q1	
Findings of Discrimination Rendered by Issue	2004		2005		2006		2	007	20	008	†	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	0		0		0		1		0		0	
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other							1	100				

29 CFR §1614.704(k)			29 CFR	§1614	.705 Co	mparative	e Data					
Findings of Discrimination Deviced by Jacob			Pr	evious	Fiscal	Year Data	a				20	09 Q1
Findings of Discrimination Rendered by Issue	2004		2005		2006		2	2007	20	008		
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	0		0		0		0		0		0	
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other												

29 CFR §1614.704(k) 29 CFR §1614.705 Comparative Data												
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data									2009 Q1		
	2004		2005		2006		2007		2008		2003 Q1	
	#	%	#	"	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	0	,,	0	,,,	0		1	,,	0	,,,	0	
Findings Without Hearing 704(k)(2)	0		0		0		1	100%	0			
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment												
Non-Sexual												
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation												
Reinstatement												
Retirement												
Termination												
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other							1	100%	_			

29 CFR §1614.704(I)	29 CFR					
Complaints Pending From Previous Fiscal Years by Status	Pr	2009 Q1				
	2004	2005	2006	2007	2008	
Total complaints from previous Fiscal Years 704(I)(1)	14	10				
			5	13	3	13
Total Complainants 704(I)(2)	13	9	5	13	3	10
Investigation	21	0	0	1	0	2
ROI issued, pending Complainant's action	NA*	0	0	0	0	0
Hearing	31	2	7	2	3	9
Final Agency Action	5	12	3	1	0	2
Appeal with EEOC Office of Federal Operations	NA*	NA	NA*	NA*	NA	0

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Pr	2009 Q1				
Complaint investigations	2004	2005	2006	2007	2008	2009 Q I
Number Pending Completion of Investigation	6	3	6	5	3	3
Pending Investigations Over Required Time Frames	2	0	1	0	0	1