

**Health Resources and Services Administration (HRSA)
EEO Complaint Data Posted Per No FEAR Act Fiscal
Year 2023 4th Quarter, As of September 30, 2023**

Complaint Activity and Previous Five Years Comparative Data

Complaint Activity	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Number of Complaints Filed	16	10	7	7	9	2
Number of Complainants	16	10	7	7	9	2
Repeat Filers	0	0	0	0	0	0

Complaint by Basis and Previous Five Years Comparative Data

Complaints by Basis	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Race	5	5	4	3	2	1
Color	1	1	0	0	0	0
Religion	2	2	0	0	0	0
Reprisal	9	5	6	2	3	0
Sex	6	2	2	3	3	0
PDA	0	0	0	0	0	0
National Origin	3	0	2	1	2	0
Equal Pay Act	1	0	0	0	0	0
Age	4	3	4	2	1	0
Disability	7	4	5	3	3	0
Genetics	0	0	1	0	0	0
Non-EEO	1	1	0	0	0	0

Complaint by Issue and Previous Five Years Comparative Data

Complaints by Issue	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Appointment/Hire	2	1	1	0	1	0
Assignment of Duties	2	0	1	2	0	0
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	1	0	0	1	0	0
Disciplinary Action – Suspension	2	0	0	0	0	0
Disciplinary Action - Removal	0	2	1	0	0	0
Disciplinary Action - Other	0	0	1	1	0	0
Duty Hours	0	0	0	1	0	0
Performance Evaluation/Appraisal	3	1	2	4	3	1
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	9	8	3	2	4	0
Sexual Harassment	1	0	0	1	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	2	0	0	1	2	1
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation Disability	2	1	1	1	0	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0

Complaints by Issue	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Terms/Conditions of Employment	0	1	0	0	0	0
Time and Attendance	1	0	0	0	1	0
Training	0	0	0	0	0	0
Telework	0	0	0	0	0	0

Complaint Processing Time and Previous Five Years Comparative Data

Processing Time	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Average number of days all complaints pending in investigation during fiscal year	287.50	273.91	284.10	252.20	196.27	274
Average number of days all complaints pending final action during fiscal year	0	107.33	138.00	19.60	36.75	23
Average number of days complaint pending in investigation during fiscal year where hearing was requested	300.50	245.50	303.00	247.25	180.38	274
Average number of days complaints pending final action during fiscal year where hearing was requested	0	23.00	12.00	2.00	30.00	23
Average number of days complaints pending in investigation during fiscal year where hearing was not requested	274.50	308.00	152.00	272.00	238.67	0
Average number of days complaint pending final action during fiscal year where hearing was not requested	105.33	149.50	138.00	90.00	61.00	0

Complaint Dismissed by Agency and Previous Five Years Comparative Data

Complaints Dismissed by Agency	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Total Complaints Dismissed by Agency	2	1	0	0	0	0
Average days pending prior to dismissal	127	202	0	0	0	0

Complaints Withdrawn by Complainants and Previous Five Years Comparative Data

Complaints Withdrawn by Complainants	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Total Complaints Withdrawn by Complainants	2	2	1	1	1	0

Total Final Agency Actions Finding Discrimination in FY 2022 and Previous Five Years Comparative Data

Final Agency Actions Finding Discrimination	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Total Number of Findings	0	0	0	0	0	0
Without Hearing	0	0	0	0	0	0
With Hearing	0	0	0	0	0	1

Findings of Discrimination Rendered by Basis and Previous Five Years Comparative Data

Total Number of Findings by Basis	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Total Number of Findings by Basis	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	1
Genetics	0	0	0	0	0	0

Findings of Discrimination Rendered by Basis and Previous Five Years Comparative Data

Total Number of Findings by Basis	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Non-EEO	0	0	0	0	0	0

**Findings of Discrimination Rendered by Basis after Hearing and
Previous Five Years Comparative Data**

Findings by Basis - After Hearing	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	1
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

**Findings of Discrimination Rendered by Basis without Hearing and
Previous Five Years Comparative Data**

Findings by Basis – Without Hearing	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Race	0	0	0	0	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0
Sex	0	0	0	0	0	0
PDA	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue and Previous Five Years Comparative Data

Total Number of Findings by Issue	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0

Total Number of Findings by Issue	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Performance Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	1

**Findings of Discrimination Rendered by Issue after Hearing and
Previous Five Years Comparative Data**

Number of Findings by Issue - After Hearing	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action – Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Performance Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0

Number of Findings by Issue - After Hearing	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	1

**Findings of Discrimination Rendered by Issue Without Hearing and
Previous Five Years Comparative Data**

Total Number of Findings by Issue – Without Hearing	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Performance Evaluation/Appraisal	0	0	0	0	0	0

Total Number of Findings by Issue – Without Hearing	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	0

**Pending Complaints Filed in Previous Fiscal Years by Status and
Previous Five Years Comparative Data**

Total Complaints Pending	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Total complaints from previous Fiscal Years	10	18	19	13	15	9
Total Complainants	10	18	19	13	15	9

**Pending Complaints Filed in Previous Fiscal Years by Status and
Previous Five Years Comparative Data**

Number complaints pending	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Investigation	0	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	8	14	16	10	13	7
Final Agency Action	1	3	2	2	1	2
Appeal with EEOC Office of Federal Operations	1	1	0	3	3	6

Complaint Investigations and Previous Five Years Comparative Data

Complaint Investigations	2018	2019	2020	2021	2022	FY 2023 As of 9/30/2023
Pending Complaints Where Investigations Exceed Required Time Frames	1	1	0	0	0	0

ⁱ *Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.*

ⁱⁱ *Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.*