

**Health Resources and Services Administration (HRSA)
EEO Complaint Data Posted Per No FEAR Act Fiscal
Year 2023 2nd Quarter, As of March 31, 2023**

Complaint Activity and Previous Five Years Comparative Data

| Complaint Activity | 2018 | 2019 | 2020 | 2021 | 2022 | FY 2023 As of 03/31/2023 |
|----------------------------|-------------|-------------|-------------|-------------|-------------|---|
| Number of Complaints Filed | 16 | 10 | 7 | 7 | 9 | 0 |
| Number of Complainants | 16 | 10 | 7 | 7 | 9 | 0 |
| 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 03/31/2023 |
|----------------------------|-------------|-------------|-------------|-------------|-------------|---|
| Race | 5 | 5 | 4 | 3 | 2 | 0 |
| 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 03/31/2023 |
|-------------------------------------|-------------|-------------|-------------|-------------|-------------|---|
| 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 | 0 |
| 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 | 0 |
| Denied Reassignment | 0 | 0 | 0 | 0 | 0 | 0 |
| Directed Reassignment | 0 | 0 | 0 | 0 | 0 | 0 |
| Reasonable Accommodation Disability | 2 | 1 | 1 | 1 | 0 | 0 |
| 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 03/31/2023 |
|--------------------------------|-------------|-------------|-------------|-------------|-------------|---|
| 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 03/31/2023 |
|---|-------------|-------------|-------------|-------------|-------------|---|
| Average number of days all complaints pending in investigation during fiscal year | 287.50 | 273.91 | 284.10 | 252.20 | 196.27 | 0274.00 |
| Average number of days all complaints pending final action during fiscal year | 0 | 107.33 | 138.00 | 19.60 | 151.20 | 26.00 |
| 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 | 302.00 |
| Average number of days complaints pending final action during fiscal year where hearing was requested | 0 | 23.00 | 12.00 | 2.00 | 30.00 | 26.00 |
| 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 | 218.00 |
| 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 03/31/2023 |
|---|-------------|-------------|-------------|-------------|-------------|---|
| 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 03/31/2023 |
|---|-------------|-------------|-------------|-------------|-------------|---|
| 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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 | 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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| Age | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability | 0 | 0 | 0 | 0 | 0 | 0 |
| 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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 Basis without Hearing and
Previous Five Years Comparative Data**

| Findings by Basis – Without Hearing | 2018 | 2019 | 2020 | 2021 | 2022 | FY 2023 As of 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 | 0 |

**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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 | 0 |

**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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| 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**

| Final Agency Actions Finding Discrimination | 2018 | 2019 | 2020 | 2021 | 2022 | FY 2023 As of 03/31/2023 |
|--|-------------|-------------|-------------|-------------|-------------|---|
| Total complaints from previous Fiscal Years | 10 | 18 | 19 | 13 | 15 | 18 |
| Total Complainants | 10 | 18 | 19 | 13 | 15 | 18 |

**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 03/31/2023 |
|---|-------------|-------------|-------------|-------------|-------------|---|
| Investigation | 0 | 1 | 0 | 0 | 0 | 0 |
| ROI issued, pending Complainant's action | 0 | 0 | 0 | 0 | 0 | 1 |
| Hearing | 8 | 14 | 16 | 10 | 13 | 10 |
| Final Agency Action | 1 | 3 | 2 | 2 | 1 | 3 |
| Appeal with EEOC Office of Federal Operations | 1 | 1 | 0 | 3 | 3 | 4 |

Complaint Investigations and Previous Five Years Comparative Data

| Complaint Investigations | 2018 | 2019 | 2020 | 2021 | 2022 | FY 2023 As of 03/31/2023 |
|---|-------------|-------------|-------------|-------------|-------------|---|
| 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.*