

**Health Resources and Services Administration (HRSA)  
EEO Complaint Data Posted Per No FEAR Act Fiscal  
Year 2024 4th Quarter, As of September 30, 2024**

**Complaint Activity and Previous Five Years Comparative Data**

<b>Complaint Activity</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Number of Complaints Filed	10	7	7	9	2	2
Number of Complainants	10	7	7	9	2	2
Repeat Filers	0	0	0	0	0	0

**Complaint by Basis and Previous Five Years Comparative Data**

<b>Complaints by Basis</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Race	5	4	3	2	1	0
Color	1	0	0	0	1	0
Religion	0	0	0	0	1	0
Reprisal	5	6	2	3	0	0
Sex	2	2	3	3	0	0
PDA	0	0	0	0	0	0
National Origin	0	2	1	2	1	1
Equal Pay Act	0	0	0	0	0	0
Age	3	4	2	1	0	0
Disability	4	5	3	3	1	1
Genetics	0	1	0	0	0	0
Non-EEO	1	0	0	0	0	0

**Complaint by Issue and Previous Five Years Comparative Data**

<b>Complaints by Issue</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Appointment/Hire	1	1	0	1	1	0
Assignment of Duties	0	1	2	0	0	0
Awards	0	0	1	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	1	0	0	0
Disciplinary Action – Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	2	1	0	0	0	0
Disciplinary Action - Other	0	1	1	0	0	1
Duty Hours	0	0	1	0	0	0
Performance Evaluation/Appraisal	1	2	4	3	1	0
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	8	3	2	4	0	1
Sexual Harassment	0	0	1	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	1	2	1	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation Disability	1	1	1	0	1	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	1	0	0

<b>Complaints by Issue</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Terms/Conditions of Employment	1		0	0	0	0
Time and Attendance	0	0	0	1	0	0
Training	0	0	0	0	0	0
Telework	0	0	0	0	0	0

**Complaint Processing Time and Previous Five Years Comparative Data**

<b>Processing Time</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Average number of days all complaints pending in investigation during fiscal year	273.91	284.10	252.20	196.27	274.00	0
Average number of days all complaints pending final action during fiscal year	107.33	138.00	19.60	151.20	23.00	0
Average number of days complaint pending in investigation during fiscal year where hearing was requested	245.50	303.00	247.25	180.38	274.00	0
Average number of days complaints pending final action during fiscal year where hearing was requested	23.00	12.00	2.00	30.00	23.00	0
Average number of days complaints pending in investigation during fiscal year where hearing was not requested	308.00	152.00	272.00	238.67	0	0
Average number of days complaint pending final action during fiscal year where hearing was not requested	149.50	138.00	90.00	60.00	0	0

**Complaint Dismissed by Agency and Previous Five Years Comparative Data**

<b>Complaints Dismissed by Agency</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Total Complaints Dismissed by Agency	1	0	0	0	0	0
Average days pending prior to dismissal	202	0	0	0	0	0

**Complaints Withdrawn by Complainants and Previous Five Years Comparative Data**

<b>Complaints Withdrawn by Complainants</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Total Complaints Withdrawn by Complainants	2	1	1	1	0	0

**Total Final Agency Actions Finding Discrimination and Previous Five Years Comparative Data**

<b>Final Agency Actions Finding Discrimination</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Total Number of Findings	0	0	0	0	1	0
Without Hearing	0	0	0	0	0	0
With Hearing	0	0	0	0	1	0

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

<b>Total Number of Findings by Basis</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
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

<b>Total Number of Findings by Basis</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Age	0	0	0	0	0	0
Disability	0	0	0	0	1	0
Genetics	0	0	0	0	0	0

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

<b>Total Number of Findings by Basis</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 06/30</b>
Non-EEO	0	0	0	0	0	0

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

<b>Findings by Basis - After Hearing</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
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**

<b>Findings by Basis – Without Hearing</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
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**

<b>Total Number of Findings by Issue</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
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

<b>Total Number of Findings by Issue</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
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	1	0

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

<b>Number of Findings by Issue - After Hearing</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
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

<b>Number of Findings by Issue - After Hearing</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
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**

<b>Total Number of Findings by Issue – Without Hearing</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
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

<b>Total Number of Findings by Issue – Without Hearing</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
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**

<b>Final Agency Actions Finding Discrimination</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Total complaints from previous Fiscal Years	18	19	13	15	9	0
Total Complainants	18	19	13	15	9	0

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

<b>Number complaints pending</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Investigation	1	0	0	0	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	14	16	10	13	9	0
Final Agency Action	3	2	2	1	2	0
Appeal with EEOC Office of Federal Operations	1	0	3	3	6	0

**Complaint Investigations and Previous Five Years Comparative Data**

<b>Complaint Investigations</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>FY 2024 As of 09/30</b>
Pending Complaints Where Investigations Exceed Required Time Frames	1	0	0	0	0	1

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

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