

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## HRSA (and below)

For 2nd Quarter FY-2021 for period ending March 31, 2021

### 2021 Comparative Data

Complaint Activity	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 03-31
Number of Complaints Filed	15	14	16	10	7	1
Number of Complainants	15	14	16	10	7	1
Repeat Filers	0	0	0	0	0	0

### Comparative Data

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 03-31
Race	3	6	5	5	4	0
Color	0	3	1	1	0	0
Religion	0	0	2	0	0	0
Reprisal	9	5	9	5	6	0
Sex	2	5	6	2	2	1
PDA	0	1	0	0	0	0
National Origin	2	0	3	0	2	0



**Comparative Data**

<b>Complaints by Issue</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Reprimand	4	1	1	0	0	1
Suspension	1	1	2	0	0	0
Removal	1	0	0	2	1	0
Other	0	0	0	0	1	0

**Comparative Data**

<b>Complaints by Issue</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	3	1	3	1	2	0
Examination/Test	0	0	0	0	0	0

**Comparative Data**

<b>Complaints by Issue: Harassment</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Non-Sexual	7	7	9	8	3	0
Sexual	0	0	1	0	0	0

**Comparative Data**

<b>Complaints by Issue</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	1	1	2	0	0	0

**Comparative Data**

<b>Complaints by Issue: Reassignment</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Denied	1	0	0	0	0	0
Directed	1	0	0	0	0	0

**Comparative Data**

<b>Complaints by Issue</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Reasonable Accommodation	4	5	2	1	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	2	0	0	0	0
Terms/Conditions of Employment	0	2	0	1	0	0
Time and Attendance	2	0	1	0	0	0

**Comparative Data**

<b>Complaints by Issue</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Training	1	0	0	0	0	0
Telework	0	2	0	0	0	0

**Comparative Data**

<b>Processing Time</b> Complaints pending during fiscal year	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Average number of days in investigation	205.74	195.82	287.50	273.91	284.10	268.00
Average number of days in final action	127.00	99.67	0	107.33	138.00	90.00

**Comparative Data**

<b>Processing Time</b> Complaints pending during fiscal year where hearing was requested	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Average number of days in investigation	230.36	203.83	300.50	245.50	303.00	266.00
Average number of days in final action	0	94.00	0	23.00	12.00	0





























**Comparative Data**

<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Total complaints from previous Fiscal Years	13	13	10	18	19	22
Total Complainants	13	13	10	18	19	22

**Comparative Data**

<b>Pending Complaints Filed in Previous Fiscal Years by Status: Number Complaints Pending</b>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Investigation	0	0	0	1	0	1
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	11	13	8	14	16	16
Final Agency Action	2	0	1	3	2	4
Appeal with EEOC Office of Federal Operations	0	0	1	1	0	1

**Comparative Data**

<b>Complaint Investigations</b>	<b>Fiscal Year 2016</b>	<b>Fiscal Year 2017</b>	<b>Fiscal Year 2018</b>	<b>Fiscal Year 2019</b>	<b>Fiscal Year 2020</b>	<b>2021 Thru 03-31</b>
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	1	1	0	0