

**Health Resources and Services Administration (HRSA)  
EEO Complaint Data Posted Per No FEAR Act  
Fiscal Year 2021 4th Quarter, As of September 30, 2021**

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

<b>Complaint Activity</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Number of Complaints Filed	15	14	16	10	7	7
Number of Complainants	15	14	16	10	7	7
Repeat Filers	0	0	0	0	0	0

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

<b>Complaints by Basis</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Race	3	6	5	5	4	3
Color	0	3	1	1	0	0
Religion	0	0	2	0	0	0
Reprisal	9	5	9	5	6	2
Sex	2	5	6	2	2	3
PDA	0	1	0	0	0	0
National Origin	2	0	3	0	2	1
Equal Pay Act	1	1	1	0	0	0
Age	6	6	4	3	4	2
Disability	7	9	7	4	5	3
Genetics	0	0	0	0	1	0
Non-EEO	0	1	1	1	0	0

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

<b>Complaints by Issue<sup>ii</sup></b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Appointment/Hire	0	0	2	1	1	0
Assignment of Duties	6	1	2	0	1	2
Awards	0	0	0	0	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	4	1	1	0	0	1
Disciplinary Action – Suspension	1	1	2	0	0	0
Disciplinary Action - Removal	1	0	0	2	1	0
Disciplinary Action - Other	0	0	0	0	1	0
Duty Hours	0	0	0	0	0	1
Performance Evaluation/Appraisal	3	1	3	1	2	4
Examination/Test	0	0	0	0	0	0
Non-Sexual Harassment	7	7	9	8	3	2
Sexual Harassment	0	0	1	0	0	1
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	1
Denied Reassignment	1	0	0	0	0	0
Directed Reassignment	1	0	0	0	0	0
Reasonable Accommodation Disability	4	5	2	1	1	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	2	0	0	0	0

<b>Complaints by Issue<sup>ii</sup></b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Terms/Conditions of Employment	0	2	0	1	0	0
Time and Attendance	2	0	1	0	0	0
Training	1	0	0	0	0	0
Telework	0	2	0	0	0	0

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

<b>Processing Time</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Average number of days all complaints pending in investigation during fiscal year	205.74	195.82	287.50	273.91	284.10	252.20
Average number of days all complaints pending final action during fiscal year	127.00	99.67	0	107.33	138.00	19.60
Average number of days complaint pending in investigation during fiscal year where hearing was requested	230.36	203.83	300.50	245.50	303.00	247.25
Average number of days complaints pending final action during fiscal year where hearing was requested	0	94.00	0	23.00	12.00	2
Average number of days complaints pending in investigation during fiscal year where hearing was not requested	171.88	186.20	274.50	308.00	152.00	272.00
Average number of days complaint pending final action during fiscal year where hearing was not requested	127.00	105.33	0	149.50	138.00	90.00

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

<b>Complaints Dismissed by Agency</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Total Complaints Dismissed by Agency	1	1	2	1	0	0
Average days pending prior to dismissal	48	124	127	202	0	0

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

<b>Complaints Withdrawn by Complainants</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Total Complaints Withdrawn by Complainants	1	2	2	2	1	1

**Total Final Agency Actions Finding Discrimination in FY 2019 and Previous Five Years Comparative Data**

<b>Final Agency Actions Finding Discrimination</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Total Number of Findings	1	0	0	0	0	0
Without Hearing	1	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**

<b>Total Number of Findings by Basis</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Age	0	0	0	0	0	0
Disability	1	0	0	0	0	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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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	1	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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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	1	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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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	1	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**

<b>Number of Findings by Issue - After Hearing</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</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	1	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>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Total complaints from previous Fiscal Years	13	13	10	18	19	13
Total Complainants	13	13	10	18	19	13

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

<b>Number complaints pending</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Investigation	0	0	0	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	11	13	8	14	16	10
Final Agency Action	2	0	1	3	2	2
Appeal with EEOC Office of Federal Operations	0	0	1	1	0	3

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

<b>Complaint Investigations</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>FY 2021 As of 09/30/2021</b>
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	1	1	0	0

<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.