



September 6, 2022

**HEALTH RESOURCES AND SERVICES ADMINISTRATION  
POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY, AND  
DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY**

As the Administrator, I am pleased to reaffirm the Health Resources and Services Administration's (HRSA) commitment to the principles of equity, diversity, inclusion and accessibility (DEIA). Embracing the ideals of DEIA creates a culture that fuels collaboration and innovation. At HRSA we foster a work environment free of discrimination and harassment, where every employee has an equal opportunity to reach their full employment potential. We prioritize these values within HRSA's work environment, and promote them in the communities we serve.

HRSA embraces federal laws designed to protect employees and applicants for employment from discrimination on the bases of race, color, religion, sex (including gender identity and sexual orientation), pregnancy, national origin (language/accent), age, disability (mental, physical, or sensory), genetic information (including family medical history), retaliation, or any other status protected by federal laws and regulations. These protections extend to all employment programs, management practices, and decisions including, but not limited to, appraisal systems, merit promotions, recruitment and hiring practices (including transfers and reassignments), training and career development programs, benefits, and separations. These protections ensure that all employees have the opportunity to perform their job duties and compete for development and promotional opportunities on a fair and level playing field.

Everyone deserves to be treated with dignity and respect, and I urge all employees to be mindful of this as you perform your daily role in HRSA's mission. All HRSA employees have the right to work in an environment free from bullying, humiliation, intimidation, discrimination, and harassment where their unique voices are uplifted and diverse talents, skills, and perspectives are valued. HRSA will not tolerate [harassment](#) of any kind, including [sexual harassment](#).

If you wish to file an EEO complaint or would like more information about the EEO complaints process please contact the [Office of Civil Rights Diversity and Inclusion](#) (OCRDI) at (301) 443-5636 or [eeocomplaints@hrsa.gov](mailto:eeocomplaints@hrsa.gov). The regulations governing the federal sector EEO process can be found in [Title 29 of the Code of Federal Regulations \(C.F.R.\) Part 1614.105\(1\)](#). Employees seeking to file an EEO complaint must contact an EEO counselor within **45 calendar days** of the date of the alleged incident. Employees may also raise issues via [collective bargaining grievance procedures](#).

Employees should immediately report harassment to their supervisor, another management official, Office of Human Resources (OHR), or OCRDI. Harassment claims will be handled confidentially to the greatest extent possible. If an employee brings an issue of harassment to a

supervisor's attention, the supervisor must promptly consult with an [OHR Labor and Employee Relations \(LER\) Specialist](#). Within 10 calendar days of receiving the harassment claim, LER will initiate an investigation, and immediate and appropriate corrective action will be taken, as necessary. Allegations of discrimination and harassment will be taken seriously and appropriate corrective action, up to and including termination, will be taken, if allegations are substantiated.

HRSA expresses its commitment to DEIA through this policy statement and actualizes it through the comprehensive review of policies, programs, and services to ensure alignment with these principles.

/Carole Johnson/

Carole Johnson  
Administrator