

September 29, 2023

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

I am pleased to reaffirm the Health Resources and Services Administration's (HRSA) commitment to the principles of equal employment opportunity (EEO) and equity, diversity, inclusion, and accessibility. HRSA is committed to an environment free of discrimination and harassment and aims to ensure that every employee has an equal opportunity to reach their full employment potential. HRSA prioritizes these values within our Agency and promotes them with the communities we serve.

HRSA adheres to 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 (including language/accents), 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. All HRSA employees have the right to work in an environment free of discrimination and harassment where their unique and diverse talents, skills, and perspectives are valued. HRSA will not tolerate harassment of any kind, including sexual harassment.

To file an EEO complaint or seek more information about the EEO complaints process please contact the Office of Civil Rights, Diversity, and Inclusion at (301) 443-5636 or 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 procedures.

Employees should immediately report harassment to their supervisor, another management official, the Office of Human Resources, or the Office of Civil Rights, Diversity, and Inclusion. If an employee brings an issue of harassment to a supervisor's attention, the supervisor must promptly consult with an [Office of Human Resources Labor and Employee Relations Specialist](#). Within 10 calendar days of receiving the harassment claim, a Labor and Employee Relations Specialist will initiate an investigation, and if the harassment claim is substantiated, immediate and appropriate corrective action will be taken. 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.

This policy statement expresses HRSA's firm commitment to equal employment and equity,

diversity, inclusion, and accessibility as well as the implementation of these principles through policies, programs, and services.

/s/ Carole Johnson

Carole Johnson

Administrator