



April 24, 2024

**HEALTH RESOURCES AND SERVICES ADMINISTRATION
POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY AND
ANTI-HARASSMENT**

I am honored to lead an agency that is committed to the principles of equal employment opportunity (EEO) and anti-harassment. At HRSA, we foster a work culture of fairness, diversity and inclusion, where every employee has an equal opportunity to reach their full employment potential and meaningfully contribute to our mission. We continue to prioritize these values within HRSA's work environment and champion them in 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 (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. The newly enacted Pregnant Workers Fairness Act requires agencies to provide reasonable accommodations to employees' known limitations related to pregnancy, childbirth, or related medical conditions, unless such an accommodation would pose an undue hardship to the agency. 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. Additionally, all HRSA employees have the right to work in an environment free from discrimination and harassment where their unique and diverse talents, skills, and perspectives are valued. Unlawful harassment is unwelcome conduct, based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, age (beginning at age 40), disability, genetic information (including family medical history), pregnancy accommodation, or protected EEO activity, and that unreasonably interferes with an individual's work performance/environment by resulting in a tangible employment action, or is sufficiently severe or pervasive to alter the conditions of the victim's employment and create a hostile or abusive working environment. HRSA will not tolerate [harassment](#), 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. 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](#). HRSA will not tolerate reprisal against anyone who engages in protected activity.

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 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 EEO and anti-harassment and ensures alignment with these principles through the comprehensive review of policies, programs, and services.

/Carole Johnson/

Carole Johnson
Administrator