OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY COMPLAINT PROCESS FLOWCHART

FEDERAL SECTOR PROCEDURES FOR PROCESSING INDIVIDUAL EEO COMPLAINTS OF DISCRIMINATION BASED ON RACE, COLOR, RELIGION, SEX (INCLUDING PREGNANCY, GENDER IDENTITY AND SEXUAL ORIENTATION), NATIONAL ORIGIN, AGE (40 OR OLDER), DISABILITY, GENETIC INFORMATION OR RETALIATION UNDER 29 CFR § 1614 FOR FURTHER INFORMATION, VISIT OUR WEBSITE AT: https://dcsa.deps.mil/DEO Alleged Discriminatory Action or Event Must contact DEO within 45 days of occurrence or knowledge of incident (571) 305-6734 Alternate Dispute Resolution NO **YES** Offered and Accepted PRE-COMPLAINT ACTIVITY TRADITIONAL ALTERNATE DISPUTE COUNSELING **RESOLUTION - MEDIATION** 90 Days 30 Days REACHED RESOLUTION **END:** Agency drafts YES NO NOTICE OF RIGHT TO FILE **Negotiated Settlement** Agreement 15 days DISMISSED ACCEPTED **Formal Complaint Filed** with Agency REQUEST FOR INVESTIGATION DoDDMOC, IRD FINAL AGENCY DECISION **180 Days** REPORT OF INVESTIGATION FORMAL COMPLAINT PROCESS 30 Days REQUEST FOR HEARING REQUEST FOR FINAL OR & AJ DECISION AGENCY DECISION 60 Days 180 Days FINAL AGENCY DECISION AJ DECISION WITH OR WITHOUT HEARING 30 Days 40 Days **APPEAL** FINAL AGENCY DECISION FINAL AGENCY ORDER EEOC, OFO 30 Days APPEAL AJ DECISION & FINAL EEOC, OFO DECISION AGENCY ORDER EEOC, OFO 90 Days US DISTRICT COURT EEOC, OFO DECISION 90 Days **US DISTRICT COURT**