

EEO COMPLAINT PROCESS

Who can file an EEO Complaint:

- Current Army Employee
- Former Army Employee
- Applicant
- Some Contractors

**Alleged Act or Action/
Become aware of act or action**

**Traditional Counseling
(EEO Counselor)**

**Alternative Dispute
Resolution(ADR)
(Mediator)**

45 calendar days

30 calendar days

30 calendar days + 60 calendar days

Final Interview

15 calendar days

**Formal EEO
Complaint Filed**

**Investigation
Completed**

Title VII Bases

- Race
- Color
- Sex/Gender
- Genetic Information
- Age (40 and older)
- National Origin
- Reprisal
- Religion
- Disability (Mental/Physical)

180 calendar
days

Decision by AJ

**Final Action
By the Army**

40 calendar
days

**Final Action by
Agency**

30 calendar days

**Agency or
Complainant**

Appeal to OFO

**Complainant
Only**

Civil Action in Court

Informal Process
Formal Process
Court

