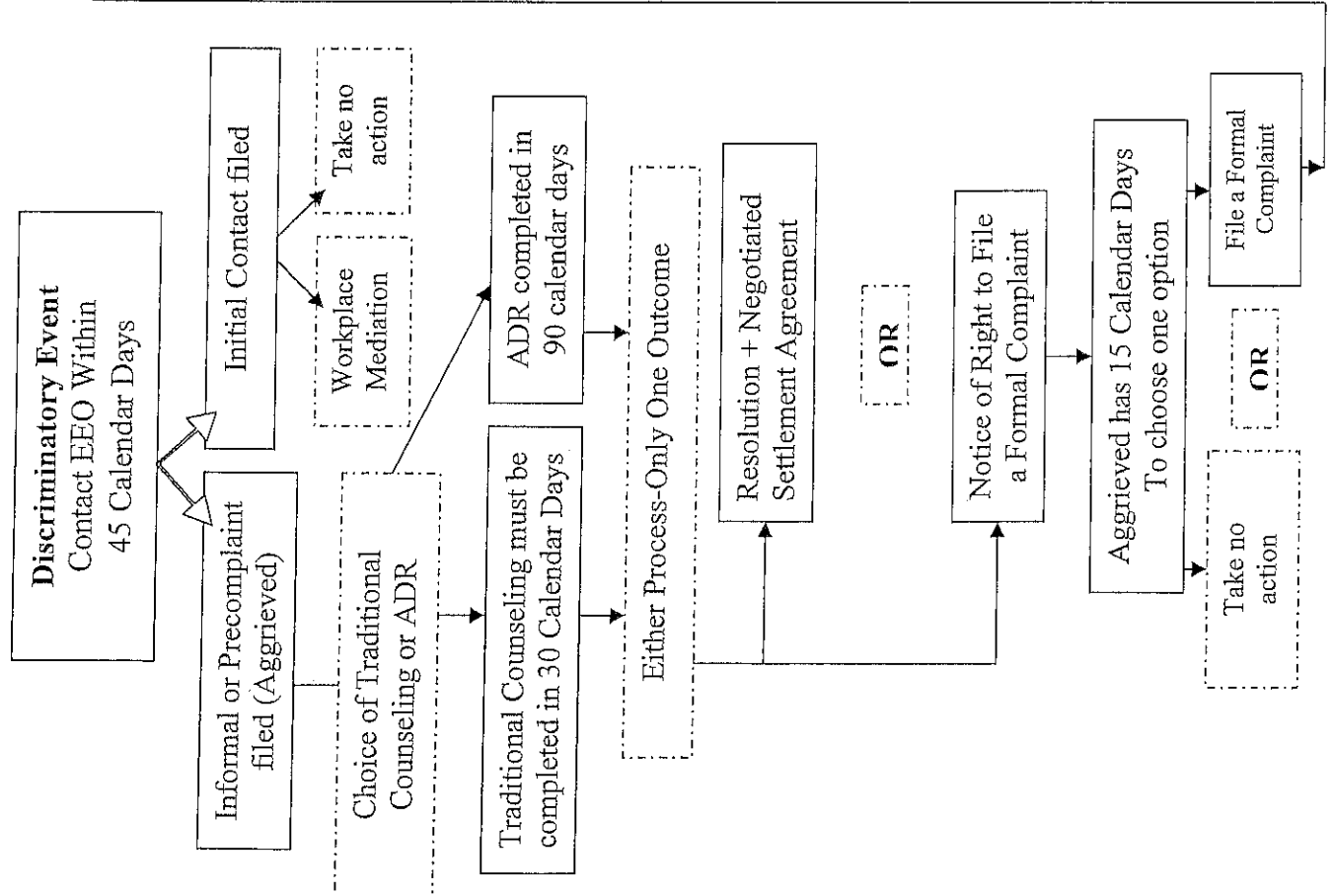


THE EEO COMPLAINT PROCESS

Informal Phase



Formal Phase

