

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

45 calendar days

Traditional Counseling
(EEO Counselor)

Alternative Dispute
Resolution(ADR)
(Mediator)

30 calendar days

Final Interview

30 calendar days + 60 calendar days

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

