

Description of OEEO Flowchart

From date of Incident; employee has 45 days to contact EEO Counselor;

1. You can choose traditional counseling or Alternative Dispute Resolution

2. If traditional counseling is chosen, the Counselor has 30 days to provide employee with a “Notice of Right to File a Formal Complaint.” If ADR is chosen at any time during the process, the EEO Counselor has 90 days to provide the employee with a “Notice of Right to File a Formal Complaint”

15 days to file a Formal Complaint

180 days to investigate and issue a Report of Investigation (ROI)

30 days to Request a Final Agency Decision (FAD)

60 days for the FAD to be issued

30 days to Appeal to the Equal Employment Opportunity Commission (EEOC)

30 days for Civil Action

Or

3. If Alternative Dispute Resolution is chosen, the EEO Counselor has 45 days to provide employee with a “Notice of Right to File a Formal Complaint”

15 days to file a Formal Complaint

180 days to investigate and issue a Report of Investigation (ROI)

30 days to Request a Final Agency Decision (FAD)

60 days for the FAD to be issued

30 days to appeal to the Equal Employment Opportunity Commission (EEOC)

30 days for Civil Action