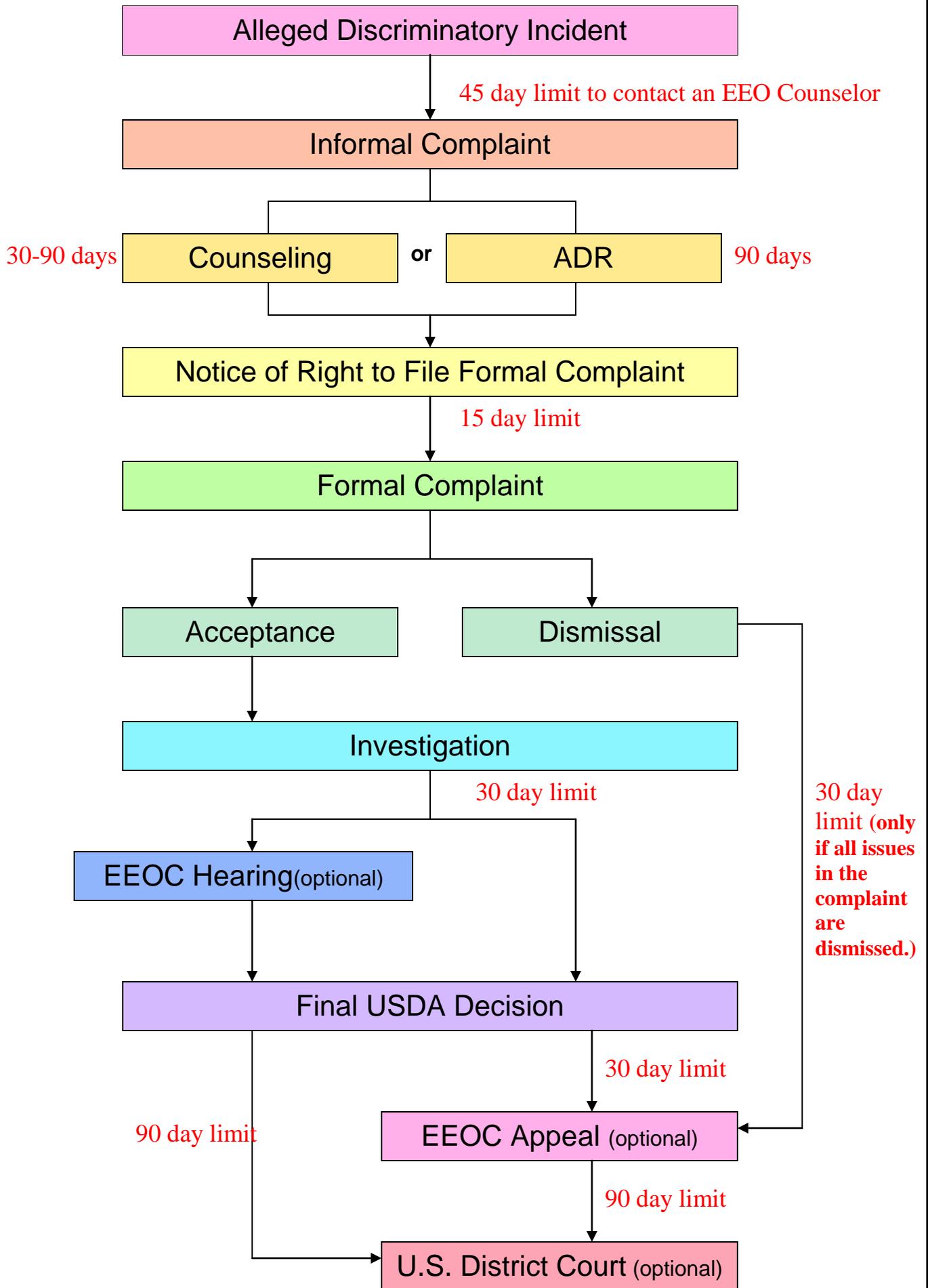


EEO COMPLAINT PROCESS



- All days are calendar days.
- The complainant can withdraw or agree to settle the complaint at any time in the process.
- If an investigation is not completed within 180 days after the formal complaint is filed, the complainant can request an EEOC hearing or file a civil action.
- If an EEOC appeal is not decided within 180 days of filing it, the complainant can file a civil action.