**Alternate Text for EEO Flowchart Graphic**

This is a flowchart of the Federal Equal Employment Opportunity (EEO) Discrimination Complaint Process pursuant to 29 C.F.R. Part 1614.

Beside the flowchart, at the top left side, there is a light blue box labeled LEGEND, listing the stages of the EEO process each represented by color. Inside of the light blue box, underneath the word, LEGEND, the first stage is called the Pre-Complaint stage represented by yellow; second is the Formal Processing Stage represented by blue; third is the Decision Stage represented by sage green; fourth is the Appeal Stage represented by orange; the fifth stage is the Alternative Dispute Resolution or ADR process, represented by white; and the sixth stage is the EEOC – Equal Employment Opportunity Commission filing for a civil action in the U.S. District Court, represented by gray.

Underneath the Legend box are the protected bases listed: Age, Color, Disability, Genetic Information, National Origin, Race, Religion, Sex, Gender, Gender Identity, Sexual Orientation, and Reprisal.

**Pre-Complaint Stage**

At the top of the flowchart is the Pre-Complaint Stage, represented by three yellow boxes. To the right of the first three yellow boxes is a white box labeled ADR. The white ADR box has a black arrow flowing through it, connecting the first yellow box, labeled Incident or Action, to the third yellow box, labeled Notice of Right to File.

Starting with the first yellow box labeled Incident or Action, directly underneath it, are the words 45 days to contact an EEO Counselor, with a black arrow pointing downward to the second yellow box, labeled Counseling. Underneath the Counseling box, it states 30 to 90 days with a black arrow pointing downward to the third yellow box labeled Notice of Right to File. Underneath the Notice of Right to File box, it states 15 days, along with a black arrow pointing downward to the next stage, which is the Formal Processing Stage.

**Formal Processing Stage**

There are seven blue boxes flowing down which represent the Formal Processing Stage. The first blue box is labeled Formal Complaint. Underneath this box is a black arrow pointing downward to the second blue box, labeled Acceptance/Dismissal. Below the Acceptance/Dismissal box are two small black arrows that point downward to two smaller boxes labeled Dismiss (third blue box on the left) and Accept (fourth blue box on the right). From the Dismiss Box, there is a long black arrow veering off to the left and downward toward an orange box labeled Appeal to EEOC. From the blue Accept box, there is black arrow pointing downward to the next event and fifth blue box labeled, Investigation.

Note that from the beginning of the formal stage or at the blue Formal Complaint box, there is a black arrow that connects to the Investigation box, along with the words 180 days.

Below the blue Investigation box, there are two black arrows pointing downward to the next two events or choices, either a Request to the EEOC Hearing (sixth blue box on the left) or Request Agency Decision (seventh blue box on the right), which mark the end of the Formal stage.

**Decision Stage**

The next stage is Decision stage, which is represented by two sage green boxes: the EEOC Hearing Decision and Final Agency Decision.

Underneath the blue box labeled Request EEOC Hearing, it states 180 days with a black arrow pointing downward to the first sage green box labeled EEOC Hearing Decision. Below this box, it states 40 days, with a black arrow pointing downward to the final sage green box, labeled, Final Agency Decision.

From the blue Request Agency Decision box, there is a black arrow pointing downward along with the words 60 days, to the sage green Final Agency Decision box. This marks the end of the Decision stage.

**Appeal Stage**

Next is the Appeal Stage represented by an orange box. From the sage green Final Agency Decision box, there is a black arrow that points to the left, along with the words 30 days, directly to the Appeal to EEOC orange box.

From the orange Appeal EEOC box, there is another black arrow pointing right and downward to the final stage and gray box along with the words 90 days.

**EEOC – Equal Employment Opportunity Commission**

The final stage and gray box are labeled File Civil Action in United States (U.S.) District Court.

From the sage green final Agency decision, a black arrow points downward with the words 90 days, to the File Civil Action in U.S. District Court box. This is the last event and stage of the EEO process.

Beneath this final gray box, at the bottom of the flowchart, it states, “Note: ADR is available at any stage of the process. A complaint can be withdrawn at any stage of the process.”

Further below, it states, “If you have any questions or need specific information regarding the process, please contact the Employment Complaints and Adjudication Division at 202-208-5693.”