Steps in the EEO Process

Informal Phase
- Alleged Incident
  - Contact a Counselor
    - Counseling
    - Final Interview
      - Request ADR
        - Mediation
          - No Resolution
            - Resolution
              - Evaluation

Formal Phase
- Formal Complaint
  - Investigation
    - Request ADR
      - Mediation
        - No Resolution
          - Resolution
            - Evaluation

Request EEOC Hearing
- Administrative Judge's Decision
  - 180 days
    - Final Agency Decision
      - 60 days

Appeal Phase
- Appeal to OFO (Office of Federal Operations)
  - 30 days

Judicial Phase
- Request EEOC Reconsideration
  - 30 days

Civil Action
- 50 days

- ADR can be used for assistance at any stage of the EEO Process prior to a hearing.

- Timeframes: 0-45 days, 30-90 days, 15 days, 180-360 days.