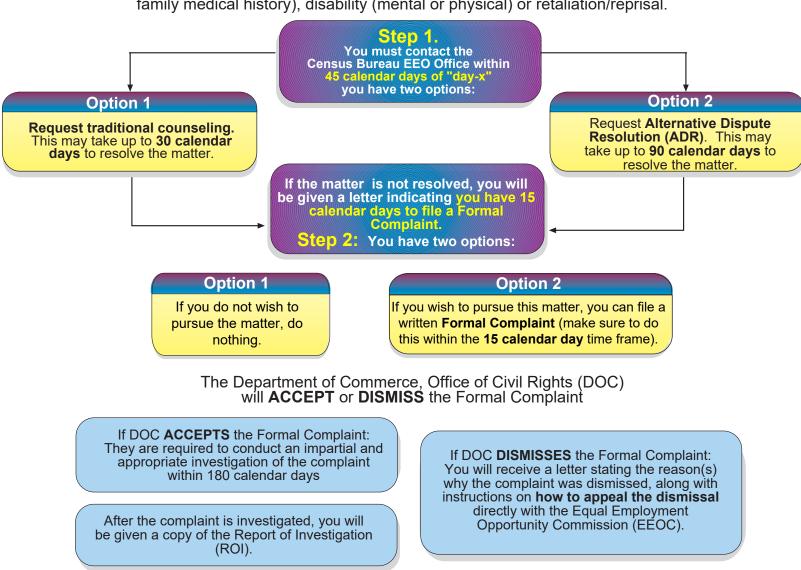
## **U.S. Census Bureau**

# The EEO COMPLAINT Process

#### An incident happens on "day-x"

If you believe this incident was a result of a decision based on your race, religion, color, sex/gender (including pregnancy, sexual orientation and gender identity), Pregnant Workers (limitations related to pregnancy, childbirth or related medical conditions), national origin, age (40 or older), genetic information (including family medical history), disability (mental or physical) or retaliation/reprisal.



# Step 3. Within 30 calendar days of receiving the Report of Investigation, you have 2 options:

#### **Option 1**

You may ask your agency to make a **Final Decision** about the mater.

If you are not satisfied with your agency's Final Decision, you can take the matter to District Court. You are responsible for all costs incurred.

If you are not satisfied with the Agency Decision, you can take the matter to the EEOC Office of Federal Operations or to the Federal District Court. You may be responsible for all costs incurred while in Federal District Court.

The Agency can appeal the decision with the EEOC.

#### Option 2

You may **request a hearing** from the EEOC.

An EEOC Administrative Judge will make a decision about the matter.

If the judge makes a decision in favor of the Agency, within 30 calendar days of receipt (thereof), **you may/must** appeal the decision to the commission.

You may file a civil action in District Court within 90 calendar days of the Commission's final decision on appeal or after 180 calendar days from the date of filing if there has been no final decision by the Commission 1614.407 (c) and (d).

#### Contact Information:

For information about the EEO Complaints Process, go to the Equal Employment Opportunity Commission (EEOC) web site at: www.eeoc.gov

### Headquarters and Regional Offices:

Office of Equal Employment
Opportunity, Diversity, and Inclusion
Telephone: 301-763-2853
Toll Free: 1-800-872-6096
e-Fax: (301) 763-9590

Email: eeo.complaints@census.gov Website: www.census.gov/eeodi

#### National Processing Center:

Office of Equal Employment Opportunity, Diversity, and Inclusion Telephone: 812-218-3472 Toll Free: 1-877-576-7740 e-Fax: (301) 763-9590 Email: eeo.complaints@census.gov

Website: www.census.gov/eeodi

#### Websites:

www.osec.doc.gov/ocr www.mspb.gov www.oig.doc.gov www.osc.gov



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