

MCCS EEO Complaint Process Camp Pendleton

Equal Employment Opportunity



INCIDENT/ EVENT

Must make initial contact with EEO Counselor within 45 days

ALTERNATIVE DISPUTE RESOLUTION

At total of 90 days to achieve resolution/settlement. If unsuccessful EEO Counseling available, providing EEO Counselor contacted with 45 day window

CONSIDERATION/REFERRAL

EEO COUNSELING STAGE

30-90 days to conduct counseling, 15 days upon completion of counseling stage to file complaint

FORMAL COMPLAINT

180 days to investigate and issue investigative file

REQUEST A FINAL DEPARTMENT OF THE NAVY DECISION

With or without a hearing within 30 days from receipt of investigative file

IF HEARING IS REQUESTED

180 days to conduct hearing, 60 days from receipt of findings and conclusions to issue final (DoN) decision

IF NO HEARING IS REQUESTED

60 days to issue final (DoN) decision

UPON RECEIPT OF FINAL AGENCY DECISION (FAD):

30 days to appeal decision to EEOC/OFO
30 days from receipt of EEOC/OFO's decision to request for reconsideration. Within 90 days from receipt of FAD to file in U.S. District Court

OR

Within 90 days from receipt of FAD to file in U.S. District Court

EEO Counselor

760/763-7994

Bldg 1100

*Note: IF AGENCY dismisses the complaint, the complaining party may appeal to Equal Employment Opportunity Commission/Office of Federal Operations within 30 days and file in U.S. District Court within 90 days of receipt of the Equal Employment Opportunity Commission/Office of Federal Operations decision.

Revised: 12/17/2020

