

Equal Employment Opportunity (EEO) Complaint Process

MCCS CAMP PENDLETON



If you have been discriminated against on the basis of RACE, COLOR, RELIGION, SEX (including pregnancy, childbirth, or related medical condition), NATIONAL ORIGIN, AGE (40 or older), DISABILITY (PHYSICAL OR MENTAL), GENETIC INFORMATION (including family medical history), OR REPRISAL FOR PREVIOUS EEO ACTIVITY you are entitled to consult an EEO Counselor to try to resolve the matter.

Incident/ Event

Must make initial contact with EEO Counselor within 45 days

Alternative Dispute Resolution

ADR is a term used to describe a variety of approaches to resolving conflict rather than traditional adjudication or adversarial methods. MCIWest-MCB's ADR program is built on fairness, which requires voluntary participation, neutrality, confidentiality, and enforceability.

Consideration/referral

EEO Counseling Stage

30-90 days to conduct counseling in the informal stage,
15 days upon completion of counseling stage to file a formal 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) 725-9810

Bldg 1102, Room 130

**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.
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