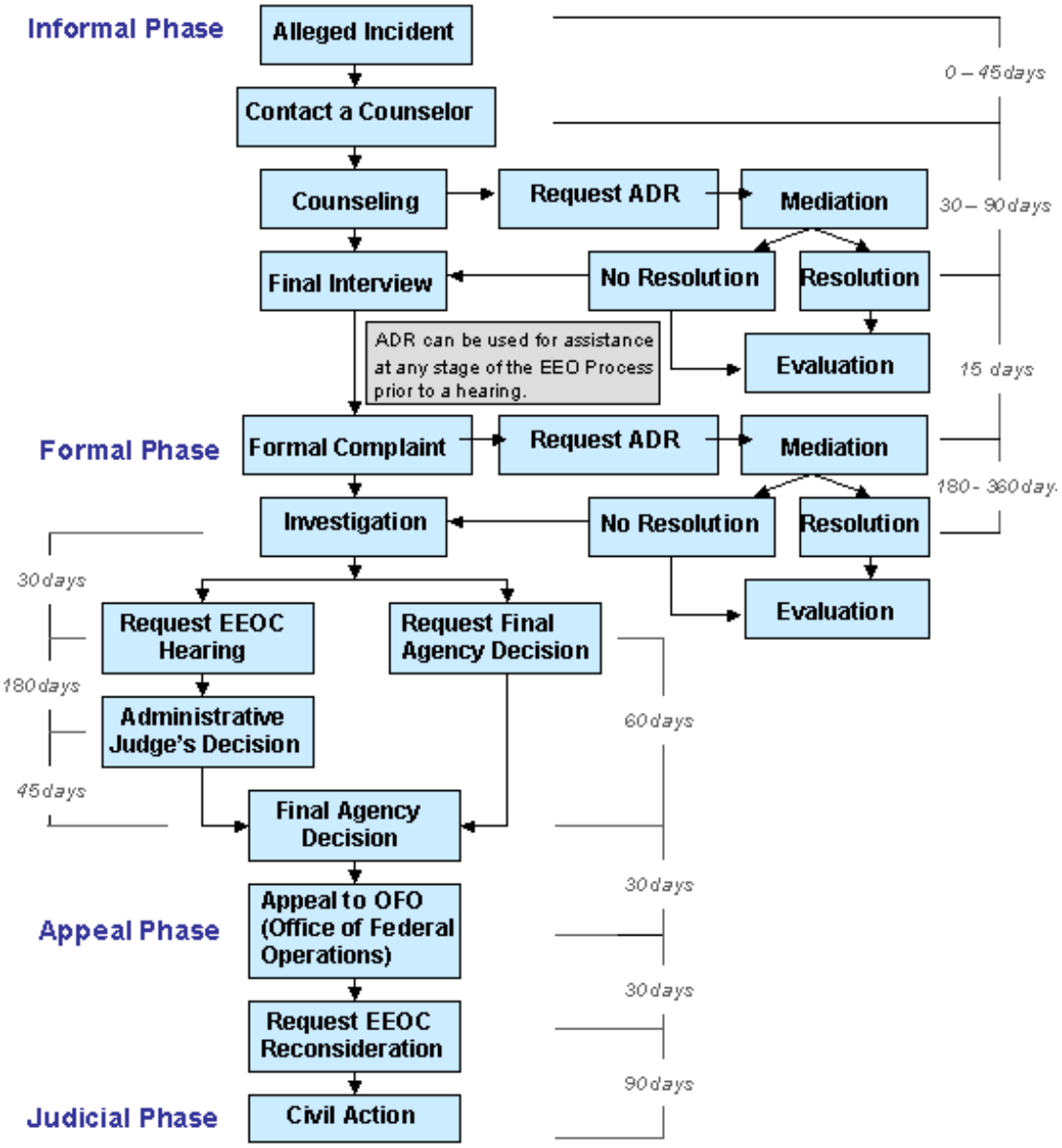
Informal Phase
Alleged Incident
0 – 45 days
Contact a Counselor
Counseling
Request ADR
Mediation
30 – 90 days
Final Interview
No Resolution
Resolution
ADR can be used for assistance at any stage of the EEO Process prior to a hearing.
Evaluation
15 days
Formal Phase
Formal Complaint
Request ADR
Mediation
180 - 360 day.
Investigation
No Resolution
Resolution
30 days
Evaluation
Request EEOC Hearing
Request Final Agency Decision
180 days
Administrative Judge's Decision
60 days
45 days
Final Agency Decision
30 days
Appeal Phase
Appeal to OFO (Office of Federal Operations)
30 days
Request EEOC Reconsideration
90 days
Judicial Phase
Civil Action