

Office of Minority and Women Inclusion (OMWI)

Equal Employment Opportunity

at the Federal Deposit Insurance Corporation

If you are a current employee, applicant for employment, or former employee and believe you have been discriminated against because of your race, color, religion, sex (including pregnancy, equal pay, sexual orientation and gender identity), national origin, age (40 years and over), physical or mental disability, genetic information, and/or retaliation, you can use the Equal Employment Opportunity (EEO) discrimination complaint process to attempt resolution of your claims. Here is a brief outline of the process:

Mediation is an option at every step of the EEO process.

Mediation affords you the opportunity to work with a neutral third party in an effort to find a mutually satisfactory outcome to the complaint.

Must contact an EEO Counselor within **45 calendar days** of the incident

EEO counseling completed within **30 calendar days**, or up to 90 calendar days if **mediation** is elected

Must file a formal complaint within 15 calendar days of Receipt of the Notice of Right to File

Accepted claims are investigated within **180 calendar days** of date the formal complaint is filed

You may elect an **EEOC** hearing or Final Agency Decision within **30 calendar days** of receiving the Report of Investigation

- Contact with EEO Counselor can be anonymous.
- The counselor will conduct an informal inquiry and attempt early resolution.
- If resolution is not achieved, you will be issued a Notice of Right to File a Formal Discrimination Complaint.
- Claims are investigated or dismissed based on Equal Employment Opportunity Commission (EEOC) regulations.
- Claims which are dismissed may be appealed to the EEOC once final action is taken on your complaint.
- Upon completion of the investigation, you will receive a copy of the Report of Investigation and you may have the right to request a hearing before an EEOC Administrative Judge or a Final Agency Decision on the merits of the complaint.
- If a hearing is requested, the EEOC will schedule a hearing and issue a decision. Upon receiving the EEOC's decision, the FDIC will issue a Final Agency Order. You may have the right to appeal a Final Agency Decision or Final Agency Order to the EEOC, or file a civil lawsuit in federal court.
- Employees who are covered by the collective bargaining agreement may file a union grievance or a formal EEO complaint, but not both.

NOTE: The EEOC has jurisdiction over sex based claims including sexual orientation and gender identity. These claims, as well as claims based on status as a parent, can also be filed under the FDIC Discrimination Complaint Process.

If you require a reasonable accommodation due to a disability, please contact Monica C. Flint, Disability Program Manager at (703) 562-2096. Individuals who are deaf, hard of hearing, or have difficulties speaking can also contact the FDIC through relay services such as the Federal Relay available at www.federalrelay.us.



EEO Counselor: Donald G. Ballard
Office: (703) 562-6082 or Cell: (571) 355-1240
Toll Free Line: 1-877-275-3342
Web Site: <http://FDIC01/division/OMWI/compl.HTML>

