

## **EQUAL EMPLOYMENT OPPORTUNITY (EEO)**

According to the Code of Federal Regulations (CFR), Title 29, part 1614 (Federal Sector Equal Employment Opportunity) sections 1614.101(a) and 1614.105, all federal employees, applicants for employment and former employees have the right to file complaints of discrimination or unlawful harassment based on race, color, sex, religion, national origin, age (40 years and older), physical or mental disability, genetic information or reprisal for either participation in previous EEO activities or opposition to any practice made unlawful under Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, Sections 501 and 505 of the Rehabilitation Act of 1973, Titles I and V of the Americans with Disabilities Act of 1990 (ADA), Title II of the Genetic Information Non-discrimination Act (GINA), and the Civil Rights Act of 1991.

Discrimination against an individual because that person is transgender (also known as gender identity discrimination) is discrimination because of sex and therefore covered under Title VII of the Civil Rights Act of 1964. Lesbian, gay and bisexual individuals alleging sex-stereotyping may also state a claim of discrimination based on sex under Title VII.

To initiate the 29 CFR Part 1614 Federal EEO complaint process, aggrieved persons must contact an EEO counselor or official in the MCIEAST EEO office and initiate pre-complaint procedures within 45 calendar days of:

- a. The action or practice alleged to be discriminatory;
- b. The effective date of the personnel action alleged to be discriminatory;
- c. The time the aggrieved person became aware of the alleged discriminatory action or practice.

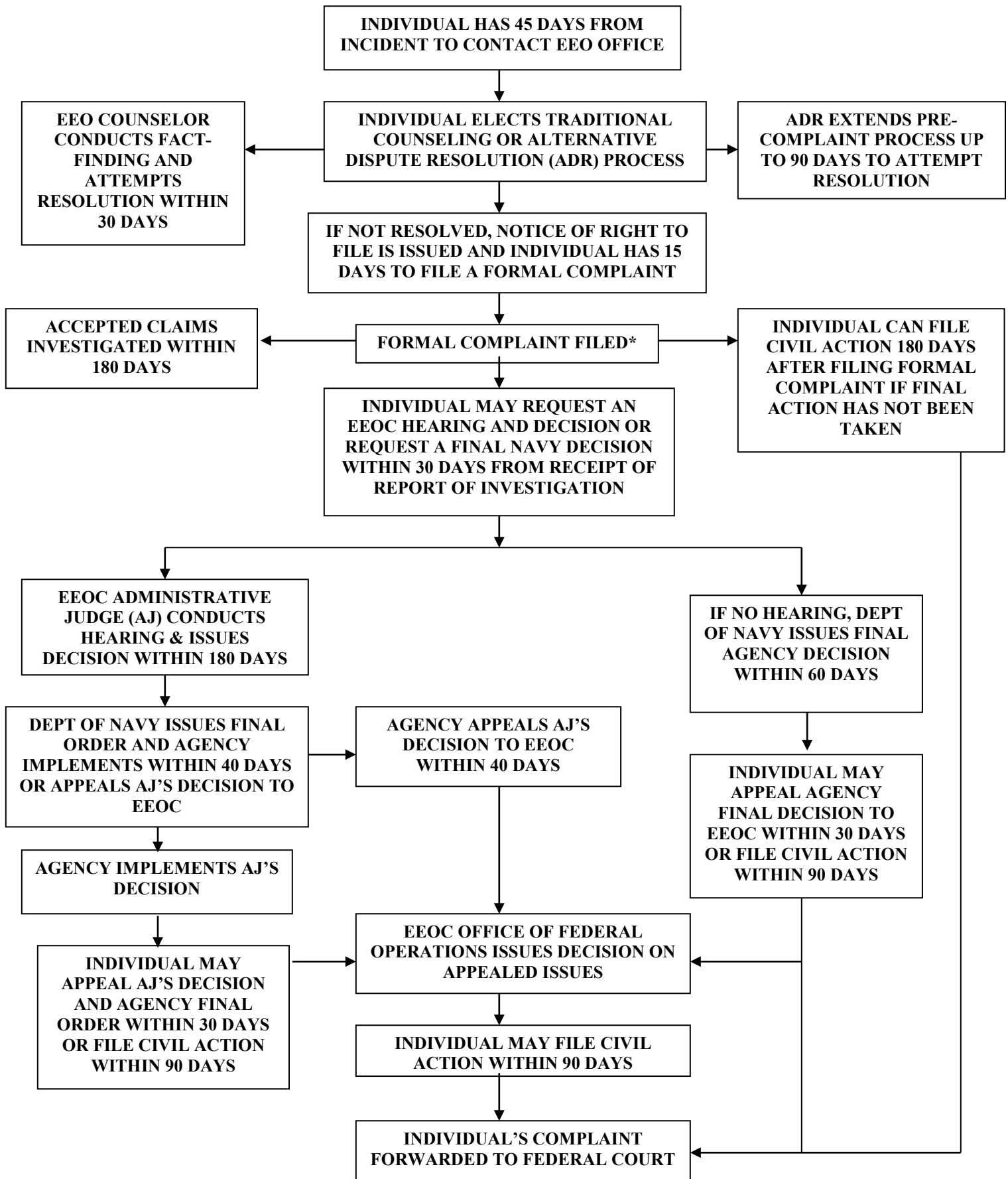
Federal employees under the supervision of a commanding officer or officer in charge may use Title 10, United States Code, Section 1561 as an alternate procedure for raising allegations of sexual harassment. This procedure is separate from the aforementioned EEO complaint process and does not waive the time limits for filing an EEO complaint nor exhausts the administrative remedies under 29 CFR 1614. However, the two procedures may be pursued simultaneously.

There are other avenues available to address issues outside of the protected bases under Title VII, such as the chain of command, the Administrative Grievance Procedure. Bargaining unit employees (BUEs) may address grievances under the Master Labor Agreement. When doing so, BUEs should contact their Union Representatives as they have exclusive representation of all BUEs in all matters concerning any grievance, any personnel policy or practice, any general condition of employment and related workplace conditions.

MCIEAST/MCB Camp Lejeune and MCAS New River employees may contact an EEO Official or EEO Counselor at 910-451-5365/5083/9676/5272 or 910-450-6819. The EEO office is located on F Street in building #233.

A chart summarizing the Federal EEO complaints process is attached.

# EEO DISCRIMINATION COMPLAINT PROCESS



\*Mediation may be used to reach resolution/settlement at any stage during the process. All days are calendar days.