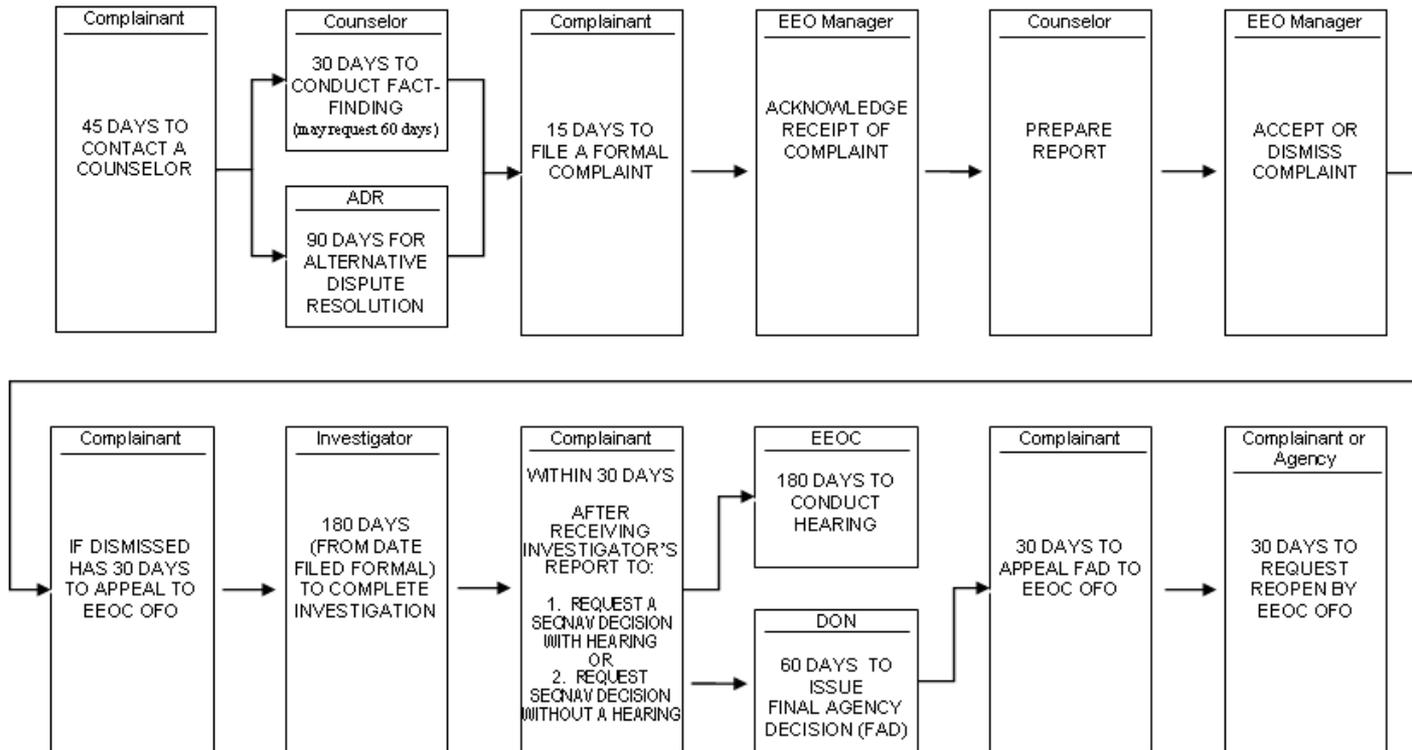


# Formal Complaint Process



\*Complainant may file in District Court within:

- (1) 90 days of an Agency Decision so long as no appeal has been filed
- (2) 180 days after filing if no decision received or appeal filed with EEOC
- (3) After the 180 days from the day you filed your appeal if the EEOC has not issued a decision, or
- (4) 90 days from the day you receive the EEOC's decision on your appeal.

EEOC – Equal Employment Opportunity Commission  
 OFO – Office of Federal Operations  
 FAD – Final Agency Decision  
*All Days refer to calendar days*

**BASES:** Race, Color, Religion, Sex, National Origin, Age (40 or older), disability, genetic information, reprisal, pay