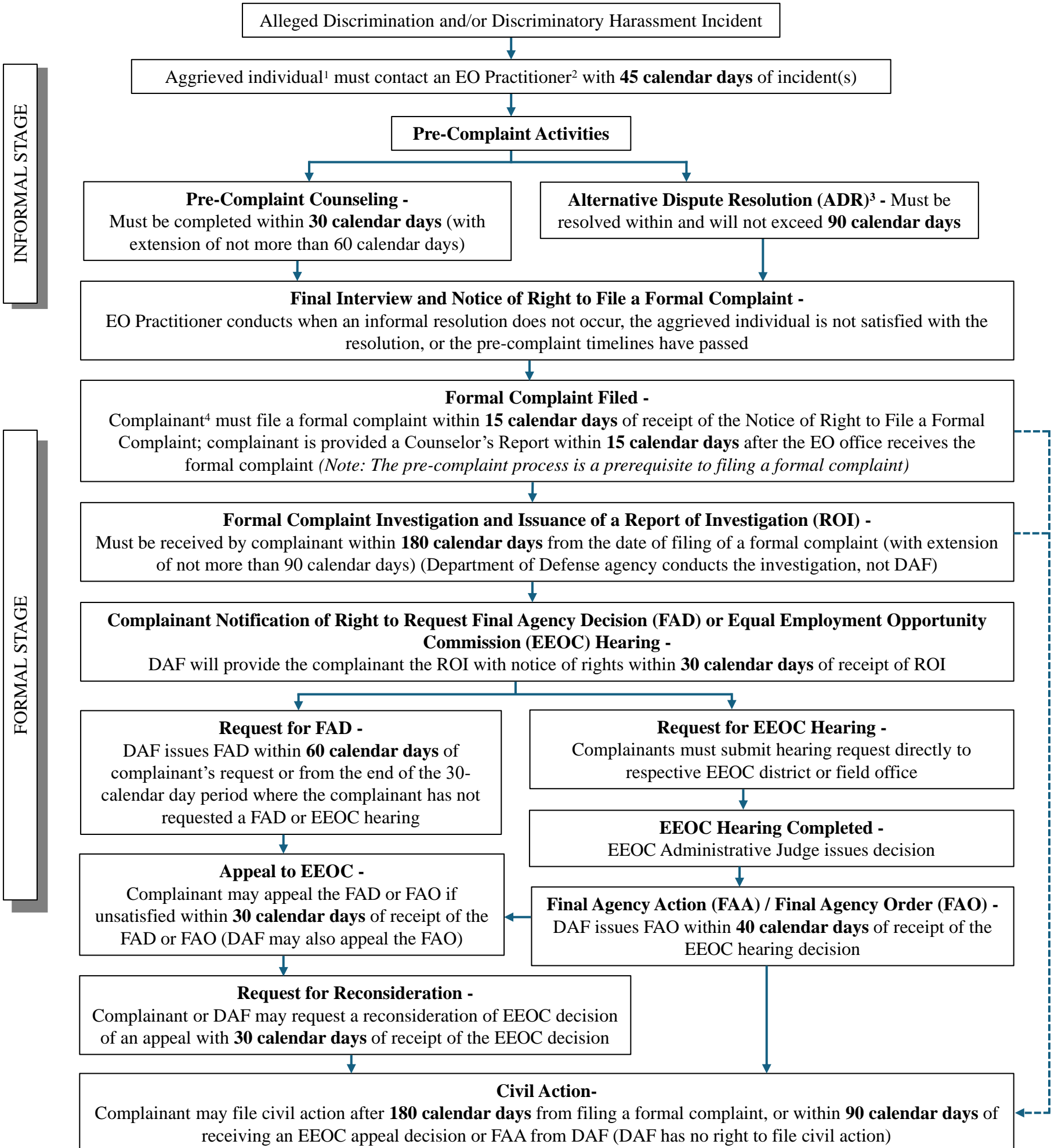


**Department of the Air Force (DAF)
Civilian Equal Employment Opportunity (EEO) Complaint Process Flowchart
June 2024**

The DAF implements the EEO complaint program consistent with [29 CFR Part 1614](#), *Federal Sector Equal Employment Opportunity*, on unlawful discrimination and discriminatory harassment (including sexual harassment) against DAF civilian employees, former employees, and applicants for employment on the basis(es) of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, disability, age (over 40), genetic information, or retaliation for prior EEO activity.

For additional information on the DAF's EEO complaint process, please refer to [DAFI 36-2710](#), *Equal Opportunity Program*, and/or contact your servicing [DAF EO office](#) and/or the DAF Unlawful Discrimination and Harassment Hotline (1-888-231-4058).



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Civilian Equal Employment Opportunity (EEO) Complaint Process Flowchart
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Notes:

- ¹ An aggrieved individual refers to the individual seeking resolution as part of the civilian EEO pre-complaint (informal) process.
- ² An equal opportunity (EO) practitioner serves in the capacity as an EEO counselor as described in EEOC Management Directive 110, *Federal Sector Complaints Processing Manual*.
- ³ Complainants may elect ADR in the formal process at any point prior to completion of the investigative process, or before DAF renders a FAD or FAA.
- ⁴ An aggrieved individual only becomes and is referred to as a complainant upon filing a EEO formal complaint.

Resources:

- 29 CFR Part 1614, *Federal Sector Equal Employment Opportunity*
 - <https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XIV/part-1614>
- EEOC Management Directive 110, *Federal Sector Complaints Processing Manual*
 - <https://www.eeoc.gov/federal-sector/management-directive/management-directive-110>
- EEOC Website
 - <https://www.eeoc.gov/federal-sector>
- DAFI 36-2710, *Equal Opportunity Program*
 - https://static.e-publishing.af.mil/production/1/saf_mr/publication/dafi36-2710/dafi36-2710.pdf
- DAF Equal Opportunity Website
 - <https://www.af.mil/Equal-Opportunity/>
- DAF Unlawful Discrimination and Harassment Hotline
 - 1-888-231-4058