

# MARFORK EQUAL OPPORTUNITY (EO) COMPLAINT PROCESS



COMPLAINT IS MADE TO MARFORK EO ADVISOR  
(DIRECT REPORT, CHAIN OF COMMAND, DROP BOX)

COMMARFORK CONDUCTS INITIAL ASSESSMENT

REFER TO

ACCEPT

DISMISS

COMMARFORPAC  
OR OUTSIDE AGENCY

INVESTIGATION COMPLETED  
ON/BEFORE 30 DAYS FROM  
COMMENCEMENT  
[14 DAYS FOR SEXUAL HARASSMENT]

COMMARFORPAC  
OR COMPLAINANT  
CAN APPEAL

UNSUBSTANTIATED

COMMARFORK DECISION

SUBSTANTIATED

COMMARFORPAC NOTIFIED

DISCIPLINARY ACTION

COMMARFORPAC OPTIONS

ORDER NEW  
INVESTIGATION

OVERTURN  
COMMARFORPAC  
DECISION

CONCUR

TAKE ADDITIONAL  
ACTION/SANCTIONS