

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