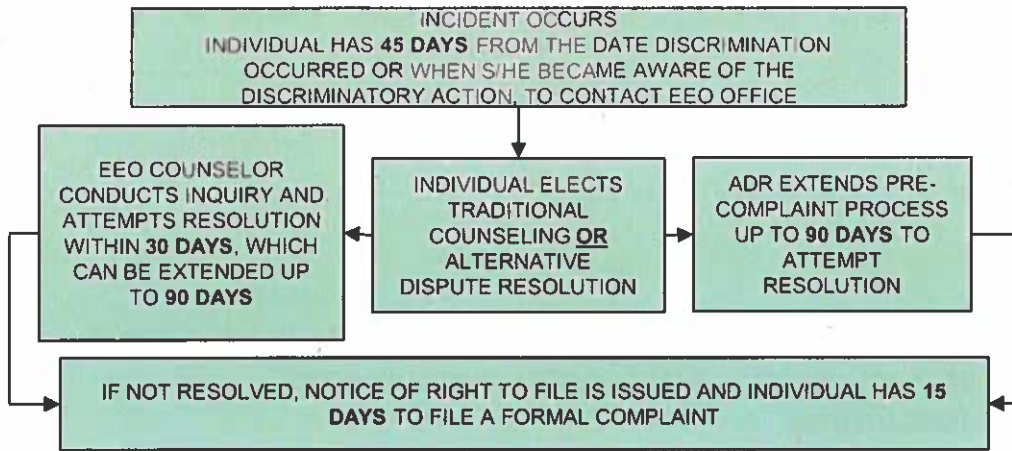


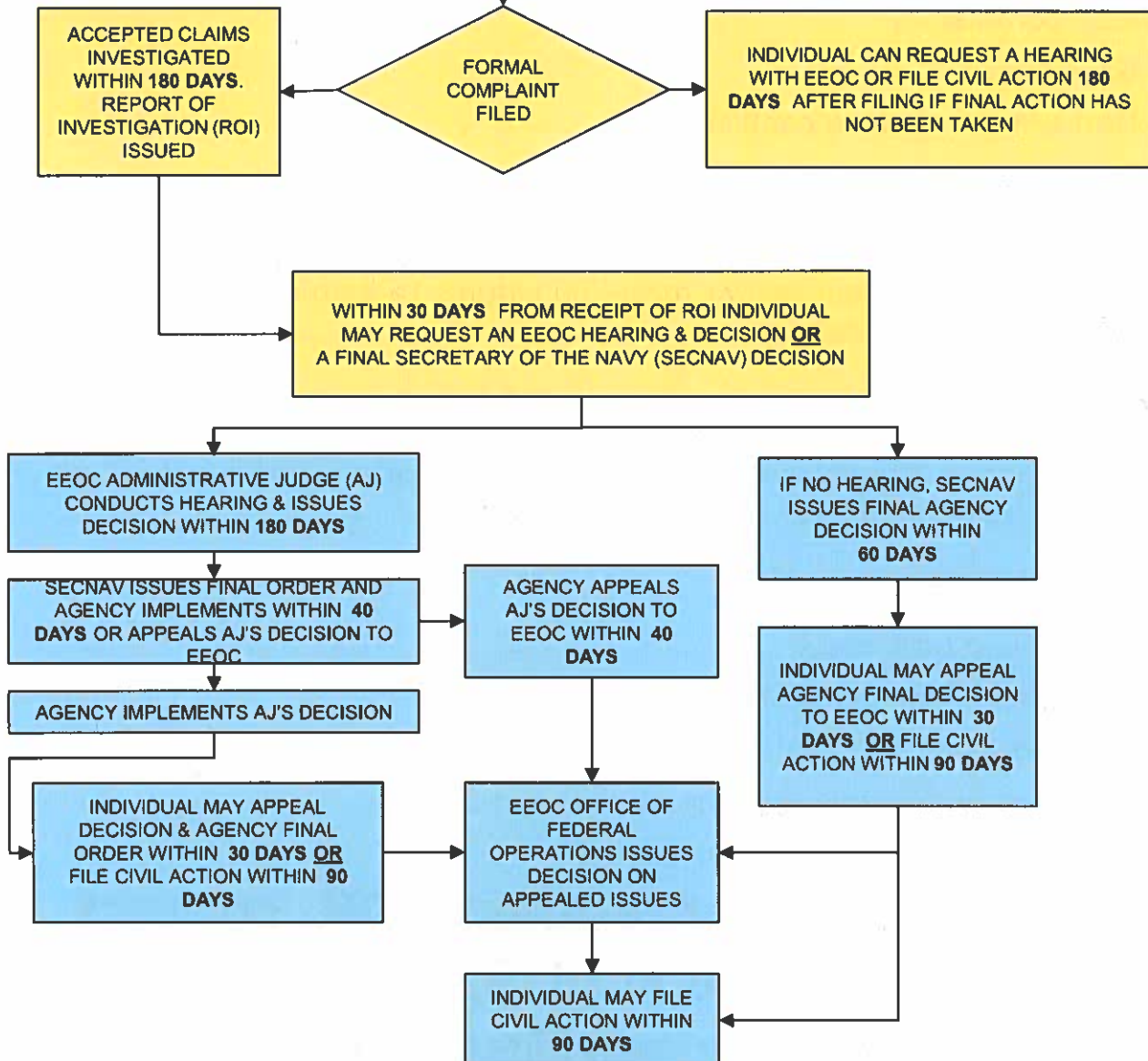
ALTERNATIVE DISPUTE RESOLUTION (ADR) CAN BE USED AT ANY STAGE OF THIS PROCESS.
ALL DAYS ARE CALENDAR DAYS.

PRE-COMPLAINT STAGE



***Age discrimination**
A person alleging age-based discrimination may contact an EEO Counselor initiate the administrative complaint process OR s/he may bypass that process and file a civil action directly in U.S. District Court after providing the EEOC with a written notice of intent to sue under the ADEA.

FORMAL COMPLAINT STAGE



For EEO Program & Contact Information go to:

<https://www.cpf.navy.mil/employees/equal-employment-opportunity/>