

# THE EEO COMPLAINT PROCESS

National Institutes of Health - Office of Equity, Diversity, and Inclusion



## WHO MAY FILE?

Any current or former NIH employee, applicant for employment, or anyone with an employment relationship who believes they have been discriminated against because of:

- Race
- Religion
- Color
- National Origin
- Age (40 and over)
- Reprisal
- Genetic Information
- Sex (includes Gender, Gender Identity, Pregnancy, Sexual Orientation, Transgender Status, Equal Pay/ Compensation Discrimination)
- Disability (physical or mental)



## WHAT IS THE TIME LIMIT?

Allegations of discrimination should be raised with an EEO counselor within 45 calendar days following:

- An alleged discriminatory act or incident;
- The effective date of an alleged discriminatory personnel action; or
- Knowledge of an alleged discriminatory action.



## WHERE TO FILE?



National Institutes of Health  
Office of Equity, Diversity, and Inclusion  
Resolution and Equity Division  
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