

Should I file an EEO Complaint???

If you are considering filing an EEO complaint, ask yourself these questions:
What? When? Who? How? Why?

Once you have answered these questions, you are more able to explain what you think has happened to you.

What is the problem?

Is the problem related to an employment matter over which the Army has control???

When did the action or incident occur?

In order to be able to start the EEO complaint process, the most recent incident must have occurred in the last 45 calendar days.

Who is involved? Who took or failed to take the action at issue?

How were you treated differently?

What harm have you suffered?

Why do you feel you were treated differently?

Is it because of your

- a. race/color (Black, Hispanic, American Indian, Asian, White, other)
- b. religion
- c. physical or mental handicap
- d. sex
- e. national origin
- f. age (40 and above)
- g. reprisal

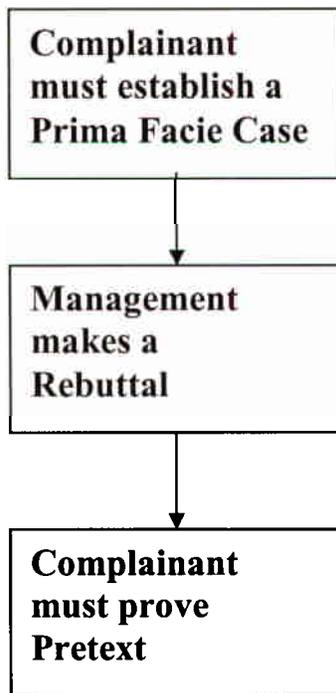
Ask Yourself....

If it were not for my (race, religion, physical or mental handicap, sex, national origin, age, or reprisal) would this have happened to me?

or

Am I better qualified than the person who was selected, but because of my (race, religion, physical or mental handicap, sex, national origin, age, or reprisal) I was not selected.

The EEO Process Burden of Proof



1. Complainant must describe the protected group, cause of action, and discrimination – on the surface how they were treated differently than similarly situated employees. Complainant must provide evidence that will sustain a reasonable inference of discrimination
2. Management must describe legitimate job-related, non-discriminatory reasons for taking their actions.
3. Pretext "to prove": Complainant must show management's justification is not true and must show that bias was a motivating factor. The complainant must prove by a preponderance of evidence that management's explanation was merely a pretext.