



# THE EEO COMPLAINT PROCESS

Goddard Space Flight Center • Equal Opportunity Programs Office



## WHO MAY FILE?

Any current or former GSFC employee, applicant for employment, or anyone with an employment relationship who believes he or she has been discriminated against because of:

- Race
- Religion
- Color
- National Origin
- Age
- Reprisal
- Genetic Information
- Sex (includes pregnancy, equal pay, gender identity, change of sex, sex stereotyping, transgender status, and sexual orientation)
- Disability (Physical or Mental)



## WHAT'S THE TIME LIMIT?

Allegations of discrimination must 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?

Goddard Space Flight Center  
 Equal Opportunity Programs Office  
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