

# Complaints Process

---

## Purpose

The purpose of the EEO Complaint System is:

**To provide employees and applicants with a mechanism for the prompt, fair, and impartial resolution of complaints of discrimination in the work environment.**

The EEO Complaint System covers individual and class complaints of discrimination based on race, color, religion, age, sex, national origin, marital status, physical or mental disability, and reprisal for previous EEO activity.

The focus of this process is to discover any situation that is counterproductive to the stated goals of EEO and to provide a vehicle to rectify the particular situation.

The ultimate goal of the complaints process is not to catch and punish wrong-doers. The goal is to ensure a work environment that is free from illegal discrimination and its effects.

## Why Victims Might be Hesitant to Report Sexual Harassment

- ! They fear they might lose their job.
- ! They wish to avoid an uncomfortable confrontation.
- ! They fear they will be criticized for not being a "team player".
- ! They do not wish to get the person who is doing the harassment in trouble.
- ! They fear they will not be believed.
- ! They are unsure or unaware of complaint procedures.
- ! They fear that their performance evaluations will suffer.
- ! They are concerned that nothing will be done if they complain.
- ! They just don't know how to deal with the situation or with whom to talk.
- ! They don't want a reputation as a complainer.