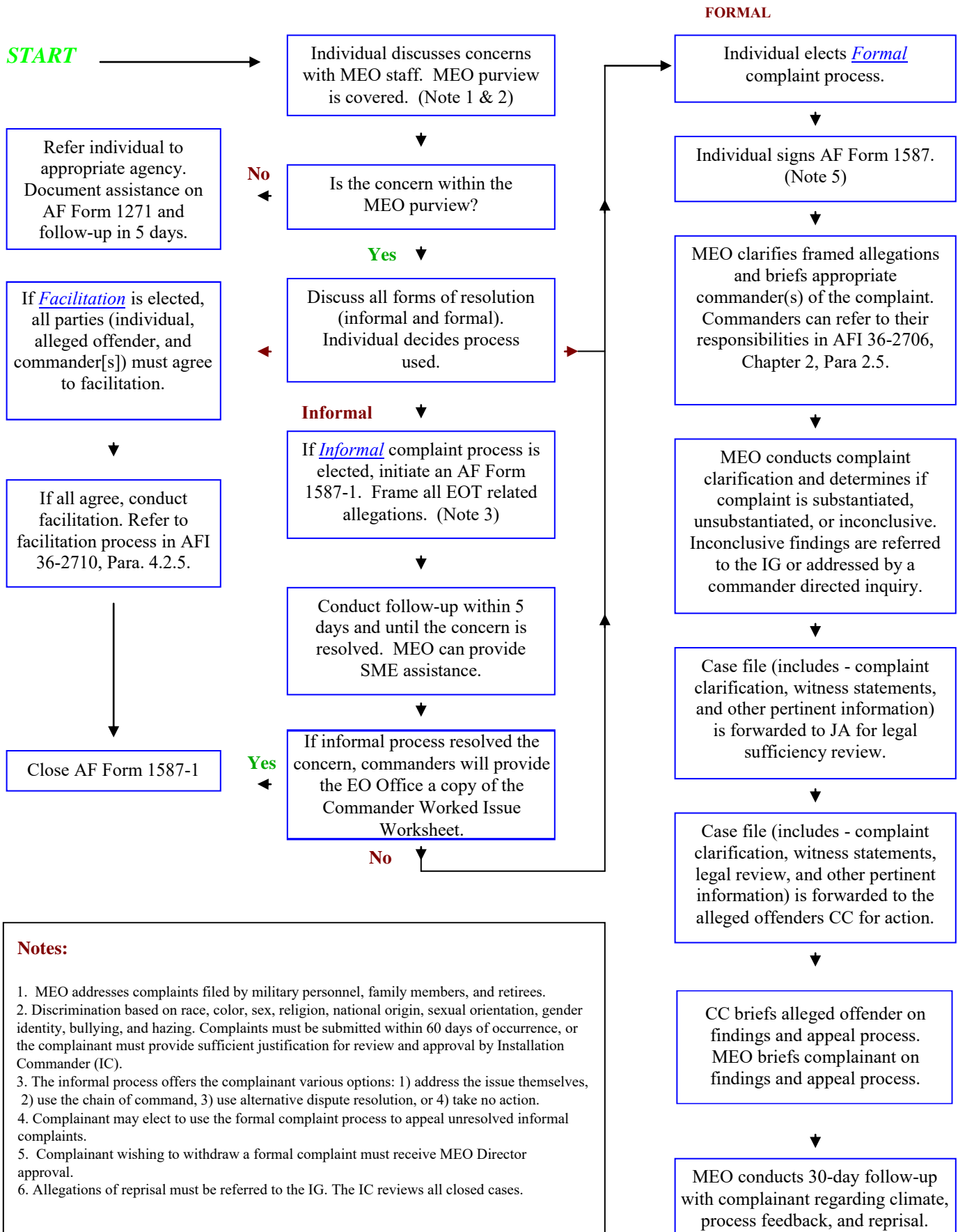


MILITARY EQUAL OPPORTUNITY (MEO) COMPLAINT PROCESS

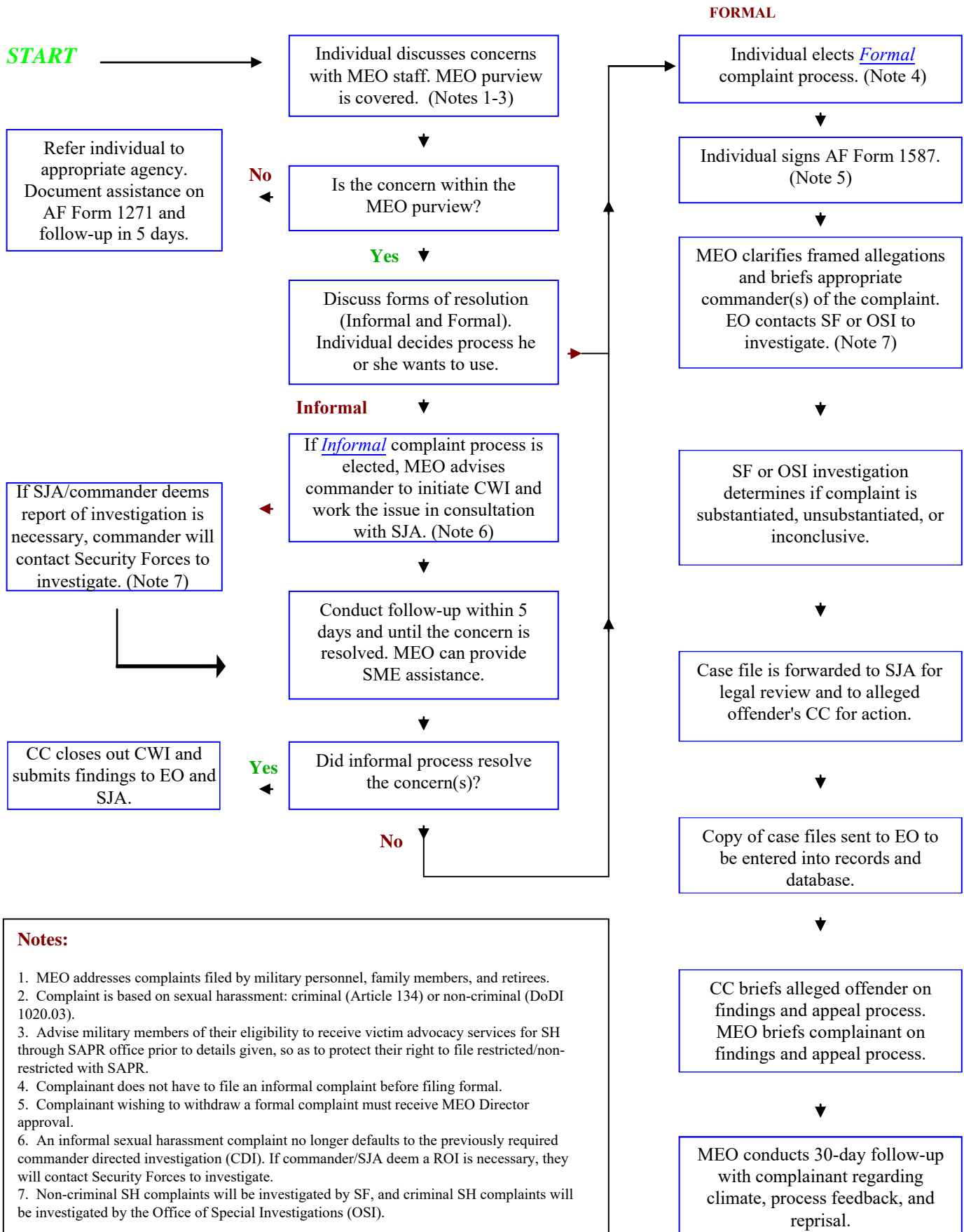
(See next page for sexual harassment complaints)



Notes:

1. MEO addresses complaints filed by military personnel, family members, and retirees.
2. Discrimination based on race, color, sex, religion, national origin, sexual orientation, gender identity, bullying, and hazing. Complaints must be submitted within 60 days of occurrence, or the complainant must provide sufficient justification for review and approval by Installation Commander (IC).
3. The informal process offers the complainant various options: 1) address the issue themselves, 2) use the chain of command, 3) use alternative dispute resolution, or 4) take no action.
4. Complainant may elect to use the formal complaint process to appeal unresolved informal complaints.
5. Complainant wishing to withdraw a formal complaint must receive MEO Director approval.
6. Allegations of reprisal must be referred to the IG. The IC reviews all closed cases.

MEO SEXUAL HARASSMENT COMPLAINT PROCESS



Notes:

1. MEO addresses complaints filed by military personnel, family members, and retirees.
2. Complaint is based on sexual harassment: criminal (Article 134) or non-criminal (DoDI 1020.03).
3. Advise military members of their eligibility to receive victim advocacy services for SH through SAPR office prior to details given, so as to protect their right to file restricted/non-restricted with SAPR.
4. Complainant does not have to file an informal complaint before filing formal.
5. Complainant wishing to withdraw a formal complaint must receive MEO Director approval.
6. An informal sexual harassment complaint no longer defaults to the previously required commander directed investigation (CDI). If commander/SJA deem a ROI is necessary, they will contact Security Forces to investigate.
7. Non-criminal SH complaints will be investigated by SF, and criminal SH complaints will be investigated by the Office of Special Investigations (OSI).