

# The EEO Complaint Process



The National Science Foundation (NSF) is an equal employment opportunity employer. It is illegal to discriminate against employees or applicants for employment on the bases of race, color, religion, sex, national origin, physical or mental disability, or age. A person who files a complaint or participates in an investigation of an EEO complaint, or who opposes an employment practice made illegal under any of the statutes enforced by EEOC, is protected from retaliation.

## Who May File An EEO Complaint?

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

- Race
- Color
- Religion
- Sexual Orientation\*
- National Origin
- Sex (including pregnancy)
- Physical or Mental Disability
- Reprisal (for EEO activity)
- Age (40 and above)
- Protected Genetic Information\*

\* Agency Policy

## 45 Day Time Limit for Raising Allegations of Discrimination

Allegations of discrimination must be raised with an Equal Employment Opportunity Counselor within 45 DAYS of the following:

- An alleged discriminatory act or incident;
- The effective date of an alleged discriminatory personnel action; or
- The date you became aware of, or reasonably should have become aware of, an alleged discriminatory action

## Where to File

National Science Foundation  
Office of Equal Opportunity Programs  
4201 Wilson Blvd., Suite 255-S  
Arlington, Virginia 22230



PHONE# 703.292.8020

TTY# 703.292.9027

FAX# 703.292.9072

E-MAIL: [eeo@nsf.gov](mailto:eeo@nsf.gov)