



# MILITARY EQUAL OPPORTUNITY COMPLAINT PROCESS

MCO 5354.1F "Prohibited Activities and Conduct Prevention and Response"

For more information visit, <https://www.manpower.usmc.mil/webcenter/portal/PACToolkit>

## CONFLICT MANAGEMENT

- Attempt resolution = 30 days
- Resolution = case closed
- No resolution = Option to request formal resolution

NAVMC 11512 complaint submitted within

**90**

days of the action giving rise to the complaint



Commander Action

**3**

duty days upon receipt to determine which process to use.



## FORMAL RESOLUTION

- Initiate Command Investigation
- Investigation of Non-Sexual Harassment issues = 30 days
- Sexual Harassment investigation = 14 days
- Legal Review = 10 days
- Disposition Decision = 6 days
- Notifications of outcome = 3 days

Complainants receive periodic status updates throughout the process. Appeal options available to complainant and alleged offender upon completion of investigation.