

# EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMPLAINT PROCESS

An employee, former employee or applicant for employment who feels he or she has been discriminated against because of race, color, religion, sex, national origin, age(40 years of age & over), physical or mental disability, genetic information, or reprisal for prior EEO involvement may file a complaint by contacting ICE's Office of Diversity and Civil Rights (ODCR) within **45 days** of the alleged discriminatory act. Once an informal/formal complaint has been initiated, the complaint can be resolved at any stage of the process. Individuals who feel they have been subjected to discrimination should contact ODCR at **(202)-732-2298** or via email to **EEO-ADR-ICE@ice.dhs.gov**

