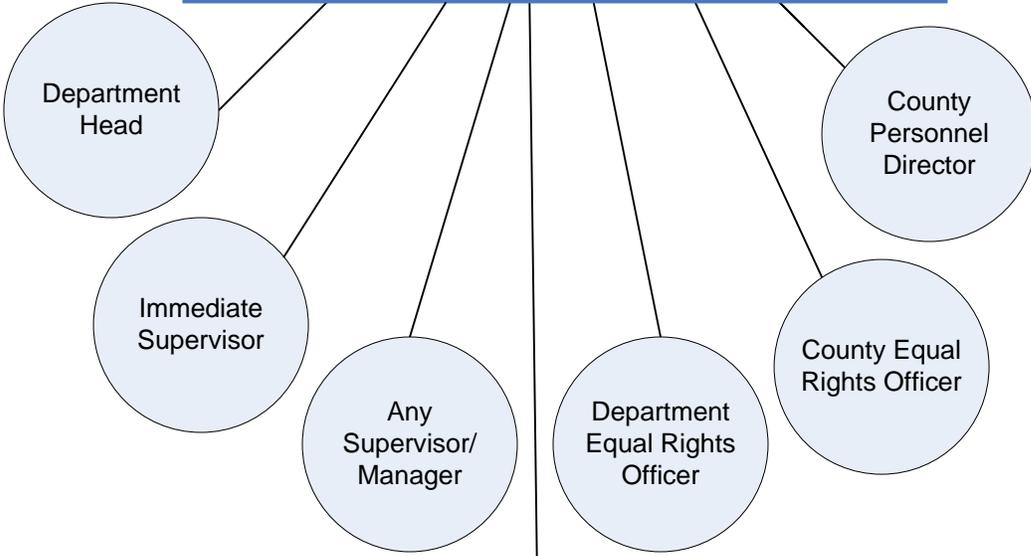
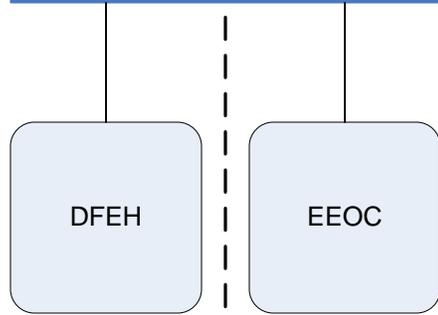


COMPLAINT PROCEDURE

INTERNAL PROCESS
Employee Makes a Complaint
Either Orally or in Writing
to One of the Following



EXTERNAL PROCESS
Employee Makes a Complaint
to One of the Following



DEPARTMENT EQUAL RIGHTS OFFICER

COUNTY EQUAL RIGHTS OFFICER

CHIEF EXECUTIVE OFFICER

APPEAL BOARD

