



External Compliance Agencies Resources List EEO Compliance & Diversity Management Division

Employees may file a formal EEO Complaint internally with the Montgomery County EEO Compliance Division. While employees may file internal complaints, they are not prohibited from dually filing, both an internal and external complaint. Employees also have the right to file a discrimination complaint with external compliance agencies on the Federal, State and County level. These external agencies are charged with the investigation of allegations of discrimination complaints based on Federal or State laws, as well as the Montgomery County Code (Chapter 27) subject to the requirements and restrictions of each agency. Please note that each agency functions differently, has different timelines and restrictions, and may not cover all of the same basis for a claim of discrimination.

Further, non-employees, may also file complaints if they have been subjected to discrimination by Montgomery County employees. They may also dually file internal and external complaints, subject to any requirements and restrictions of the agency.

Refer to the website listed below for additional information, which includes but is not limited to the following:

- Where to file a complaint
- How to file a complaint
- Resources related to discrimination in the workplace, housing and public accommodation
- Relevant laws covered by the agency
- Strict time limitation to file a timely complaint

YOU HAVE THE RIGHT TO FILE A DISCRIMINATION COMPLAINT WITH ANY OF THESE AGENCIES:

Agency Name	STATUTORY TIME PERIODS FOR FILING OF DISCRIMINATION COMPLAINTS
<u>Montgomery County Office of Human Rights Human Rights Commission</u>	One Year from Discriminatory Act
<u>Maryland Commission on Civil Rights</u>	Six Months
<u>United States Equal Employment Opportunity Commission</u>	300 Days

I affirm that I have read the above notice concerning my rights to file a discrimination complaint with Federal, State, and Local Fair Employment Practices Agencies at any time before or after I file an internal complaint with the Montgomery County EEO Compliance and Diversity Management Division. I am aware of my filing deadlines for those agencies.

RETALIATION FOR EEO-PROTECTED ACTIVITY

The County strictly prohibits retaliation against you if you filed an internal or a Fair Employment Practices Agency (FEPA) complaint. If you are subjected to the aforementioned conduct, you should immediately report it to the Montgomery County EEO Compliance Division or FEPA agency.

Complainant's Signature

Date (mm/dd/yyyy)