Overview of Employment Complaint Processing System

Mediation ← Accepted — Complaint filed — Dismissed → Case closed

Mediation → No → Investigation

Complaint filed → Accepted → Investigation

Mediation → Yes → Did parties reach a settlement?

Did parties reach a settlement? → No → Investigation

Did parties reach a settlement? → Yes → Case closed

Investigation → Is there a reasonable belief of discrimination?

Is there a reasonable belief of discrimination? → No → Case closed

Is there a reasonable belief of discrimination? → Yes → Reviewed by Commissioners

Reviewed by Commissioners → Is there a reasonable belief of discrimination?

Is there a reasonable belief of discrimination? → No → Case closed

Is there a reasonable belief of discrimination? → Yes → Conciliation stage

Conciliation stage — Unsuccessful → Complainant or Commission initiates court action

Conciliation stage → Yes → Case closed

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