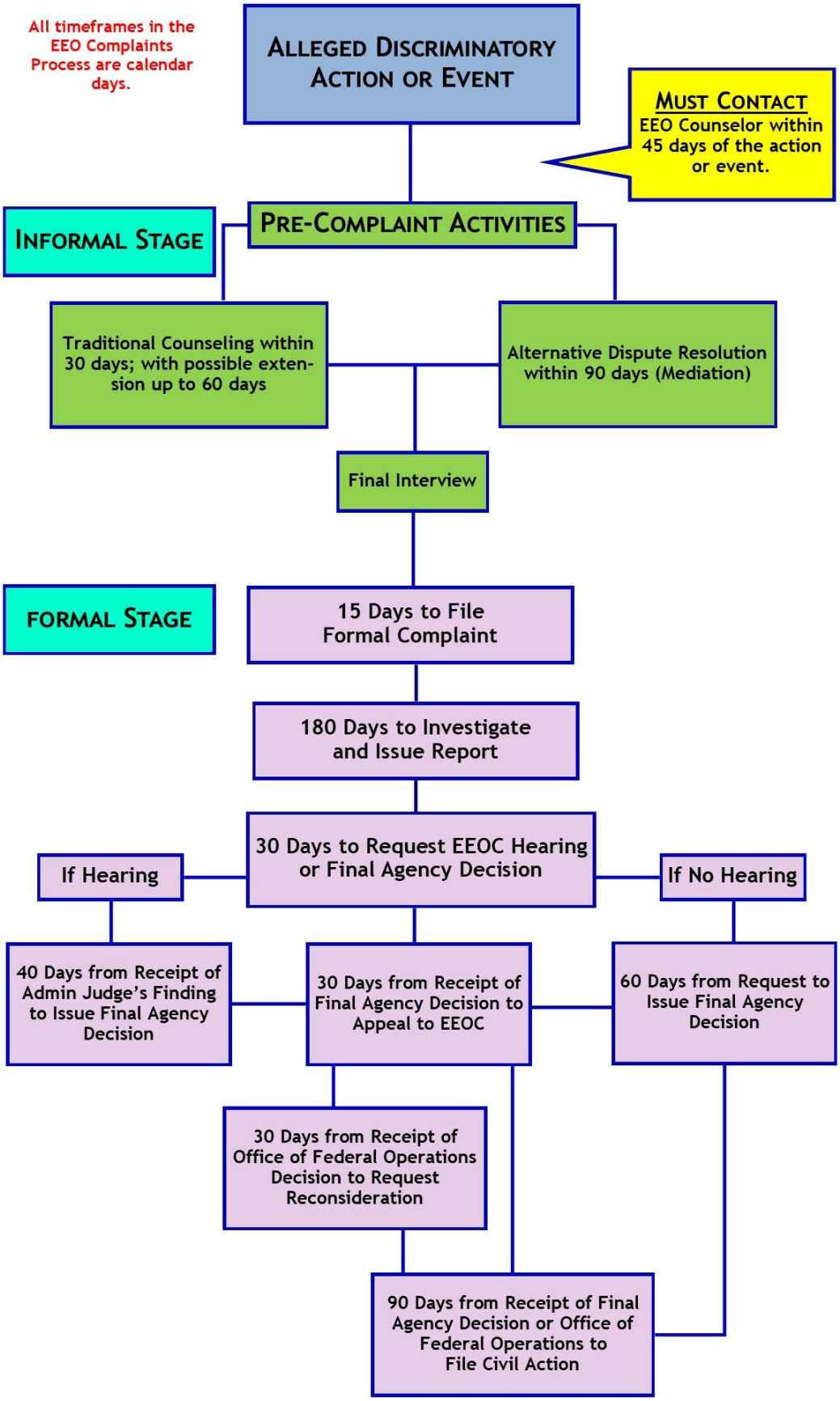EEO Complaints Process Flowchart