

## **Filing a Discrimination Complaint**

If you believe you have been unlawfully discriminated against, you must contact an EEO counselor within 45 calendar days of the alleged discriminatory incident or, in the case of a personnel action, within 45 calendar days of the effective date of the action.

The Farm Credit System Insurance Corporation (FCSIC) receives all of its EEO services under a contractual agreement with the Farm Credit Administration (FCA). EEO counseling is provided by the following professional EEO counselors at the United States Geological Survey.

- Fred J. González
- James Mays
- Lorri Jackson-Reid
- Yvonne M. McQuire

Contact information for EEO counselors is as follows:

- (703) 648-7770 (Voice)
- (866) 816-1106 (Toll-Free)
- (703) 648-4425 (TTY)
- (703) 648-4445 (Fax)

The role of the EEO counselor is to conduct interviews to obtain a full understanding of the problem, review records relating to a complaint or concern, attempt to resolve complaints informally, and advise aggrieved persons concerning rights and procedures for filing formal complaints.

Employees are protected from retaliation for filing a complaint, participating in an investigation of an EEO complaint, or opposing an employment practice made illegal under any of the statutes enforced by the Equal Employment Opportunity Commission.

Retaliation would provide grounds for an additional discrimination claim.

If you have any questions about filing a discrimination complaint, please contact **Jeffrey McGiboney**, FCSIC's EEO Director, at (703) 883-4353 (TTY: (703) 883-4200); Fax: (703) 883-4351; or Email: [mcgiboneyj@fca.gov](mailto:mcgiboneyj@fca.gov).