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Chapter 6

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This Chapter is intended to ensure that federal agencies consistently develop sound factual bases for findings on claims raised in equal employment opportunity complaints while retaining the maximum flexibility in the use of fact-finding techniques and in the use of established dispute resolution plans.

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Chapter 6

**Chapter 6  
DEVELOPMENT OF  
IMPARTIAL AND  
APPROPRIATE  
FACTUAL ...**

appendix n eeo-  
md-110 equal  
employment  
opportunity  
commission offices and  
geographic  
jurisdictions for federal  
employee and  
applicant hearing  
requests [app. n-1]  
APPENDIX O EEO-  
MD-110 Notice of

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Appeal B Agency [App.  
O-1]

## **Management Directive 110 | U.S. Equal Employment**

...

MD-110 Appendix K provides a sample "Notice of Incomplete Investigation." Chapter 6: Development of Impartial and Appropriate Factual Records Clarifies that the three basic types of evidence are direct

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(evidence that proves a fact without resorting to inference or presumption), circumstantial (evidence based on inference), and statistical (evidence based on a survey of the general environment).

**Revised MD-110  
Reference Guide  
September 2015 |  
U.S. Equal ...**

EEO MD-110 August,  
*Page 7/28*

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2015 Management Directive 6-4 A new investigator must have received, at a -two (32) hours of minimum, thirty investigator training s/he conducts an investigation; experienced before investigators must receive eight hours of training every fiscal year thereafter.

## **CHAPTER 6 DEVELOPMENT OF IMPARTIAL AND**



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**APPROPRIATE  
FACTUAL ...**

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EEOC Home Page [www.eeoc.gov/federal/directives/md110/chapter6.html](http://www.eeoc.gov/federal/directives/md110/chapter6.html) CHAPTER 6

DEVELOPMENT OF  
IMPARTIAL AND  
APPROPRIATE FACTUAL  
RECORDS.

INTRODUCTION.

Section 1614.108(b), of  
Title 29 C.F.R., requires  
that â€¦ MD 110:

Federal Sector  
Complaint Processing

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#### Manual

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American You Already  
Now It Even

### **[DOC] Eeo Md 110 Chapter 6**

Management Directive 110 (“MD-110”) is a guidance issued by EEOC to provide detailed procedures under 29 CFR Part 1614 (“1614 regs”) for the processing of complaints of discrimination filed by federal employees and applicants for federal

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employment. 2

## **Management Directive 110 and ADR**

The directive  
superceded EEO MD -  
110 issued November  
10, 1992, and EEO MD  
- 110 Change One,  
issued October 16,  
1995. 4. AUTHORITY.

This Directive is issued  
pursuant to EEOC's  
obligations and  
authority under ...

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Chapter 6

DEVELOPMENT OF  
IMPARTIAL AND  
APPROPRIATE FACTUAL  
RECORDS

**EQUAL  
EMPLOYMENT  
OPPORTUNITY  
MANAGEMENT  
DIRECTIVE EEO MD -  
110**

MD-110 Chapter 1. The  
Equal Employment  
Opportunity  
Commission (the  
Commission) enforces  
five federal laws that

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prohibit employment discrimination against applicants for federal employment, current federal employees, or former federal employees: Title VII of the Civil Rights Act of 1964, as amended (prohibiting discrimination on the basis of race, color, religion, sex, or national origin); the ...

## **Chapter 1 | U.S. Equal Employment**

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#### **Opportunity Commission**

This Chapter of the Management Directive sets forth guidance for use by agencies and persons seeking remedial relief in a variety of areas, including: back pay, front pay, attorney's fees and costs, awards of compensatory damages, and other forms of equitable relief. This guidance applies only to the



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federal sector  
administrative process.

#### **MD-110 Chapter 11**

See Chapter 6, Section VIII for more information on what constitutes good cause shown. The complainant may file an appeal with the Commission in either a digital format acceptable to the Commission or by mail. For information regarding appeals

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submissions see  
Section IV of this  
Chapter.

### **MD-110 Chapter 9**

The DHS Directives  
Systems is the primary  
means of establishing  
policies, requirements,  
and responsibilities to  
articulate on the  
Department's missions,  
programs, and  
activities. The system  
is made up of  
Directives and  
Instructions, Directives

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briefly build on DHS policy statements, policies, missions, programs, activities, or business practices of a continuing nature that are

### **Department of Homeland Security Management Directives ...**

Chapter 6 Contracts  
with Residents Chapter  
7 Residents' Property  
and Finances Chapter 8  
Personnel Chapter 9

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### Chapter 6

Resident Care Staffing  
Chapter 10 Residents'  
Rights Chapter 11  
Physical/Chemical  
Restraints Chapter 12  
Pre-Admission  
Screening,  
Comprehensive  
Assessments and Plans  
of Care Chapter 13  
Nursing Services  
Chapter 14 Social  
Services Chapter 15 ...

## **Chapter 110 of the Department of Human Services**

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#### **(Maine)**

Section 1614.204(b) of 29 C.F.R. provides that, as with an individual complainant, an employee who seeks to represent a class of employees must seek counseling and undergo pre-complaint processing in accordance with 29 C.F.R. § 1614.105 and Chapter 2 of this Management Directive, with one exception, discussed below.

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#### **MD-110 Chapter 8**

(a) Prior to a request for a hearing in a case, the agency shall dismiss an entire complaint: (1) That fails to state a claim under § 1614.103 or § 1614.106(a) or states the same claim that is pending before or has been decided by the agency or Commission; (2) That fails to comply with the applicable time limits contained in

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§§ 1614.105, 1614.106  
and 1614.204(c),  
unless the agency  
extends ...

### **29 CFR § 1614.107 - Dismissals of complaints. | CFR | US ...**

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#### **Chapter 2**

It prohibits federal agencies from paying employees of one sex lower wages than those of the opposite



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sex for performing substantially equal work. Substantially equal work means that the jobs require equal skills, effort, and responsibility, and that the jobs are performed under similar working conditions. [6]

### **MD-110 Chapter 2**

(1) § 6-320 of the Alcoholic Beverages Article; (2) an offense listed in § 17-613(a) of the Business

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Occupations and Professions Article; (3) § 5-712, § 19-304, § 19-308, or Title 5, Subtitle 6 or Subtitle 9 of the Business Regulation Article; (4) § 3-1508 or § 10-402 of the Courts Article;

#### **§ 10-110. Petition for expungement.**

#### **(Section effective ...**

This is from EEOC's MD-110, Chapter 6: "B. Standards for Continuing Investigator

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Training The continuing eight hours of investigator training every fiscal year is intended to keep EEO Investigators informed of developments in EEO practice, law, and guidance, as well as to enhance and develop investigatory skills.

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