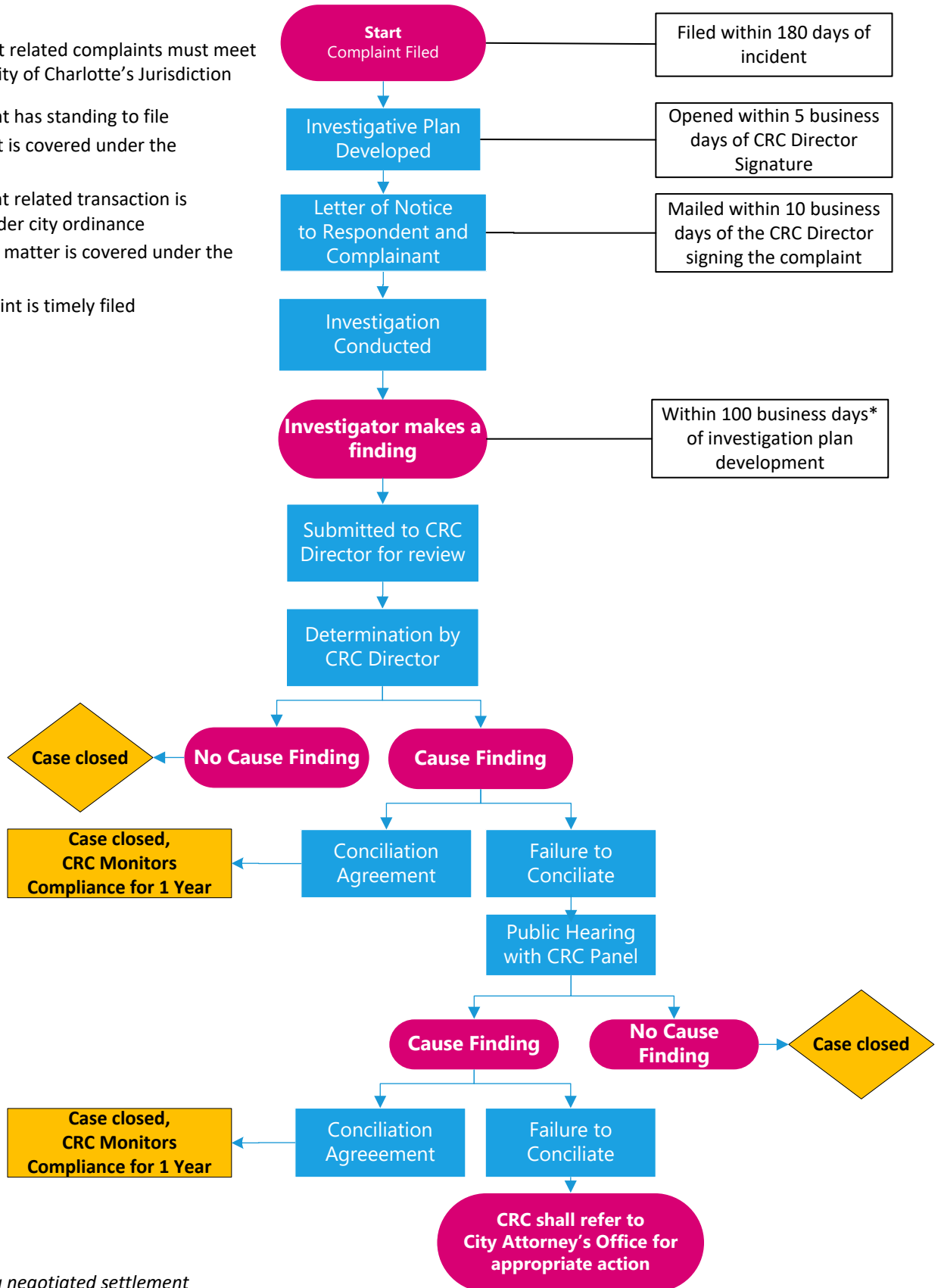


**City of Charlotte
Community Relations Department
Non-Discrimination/Employment Related
Complaint Procedure**

All NDO/Employment related complaints must meet elements of the City of Charlotte's Jurisdiction

- Complainant has standing to file
- Respondent is covered under the ordinance
- Employment related transaction is covered under city ordinance
- The subject matter is covered under the ordinance
- The complaint is timely filed



Conciliation means a negotiated settlement agreement has been reached

*Exceptions to be made for complex cases on an as needed basis and as determined by the CRC Director