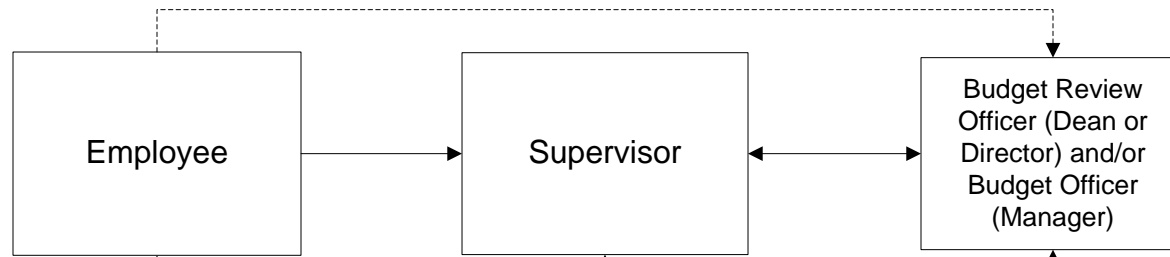
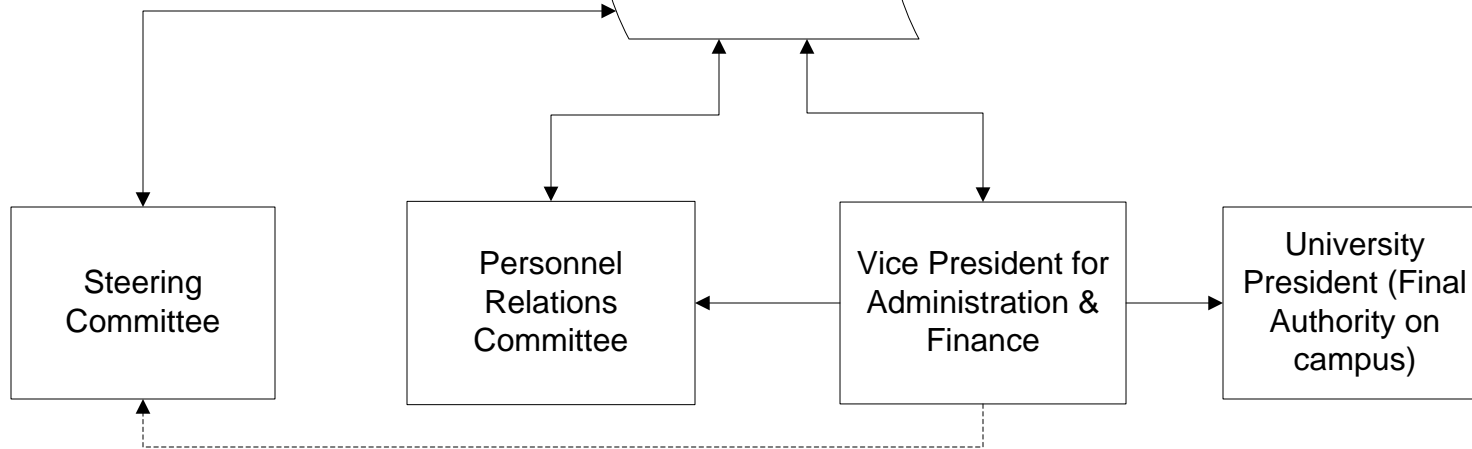


Grievance Procedure Diagram

Informal Oral Complaint



Associate Director of
Human Resources
(Affirmative Action
Officer)



Formal Written Grievance