**Section 150.40 Final Level**

a) The investigation findings, conciliation efforts, and proposed settlement shall be forwarded by the EEO Officer to the Executive Director of the Authority (or in case the Executive Director is unavailable, to the Associate Director, as designated by the Executive Director) for final review, approval or other determination. The Executive Director (or Associate Director) may conduct interviews and seek relevant advice and information with respect to the complaint. The complainant shall be afforded an opportunity to appear before the Executive Director (or Associate Director) and shall have a right to appoint a representative to appear on the complainant's behalf.

b) The Executive Director (or Associate Director) shall provide in writing to the complainant and the Authority's EEO Officer the official position of the agency and the reasons for that position within five (5) working days after the receipt of the EEO Officer's written report. The Executive Director's (or Associate Director's) decision shall be the final decision of the Authority.