

U.S. EPA External Civil Rights  
Discrimination Complaint

April 19, 2022

Complainant:

(b) (6) Privacy, (b) (7)(C) Enforcement Privacy

West Chester, Ohio 45069

(b) (6) Privacy, (b) (7)(C) Enforcement Privacy

Complaint Against:

(b) (6) Privacy, (b) (7)(C) Enforcement Privacy

, Executive Director

(b) (6) Privacy, (b) (7)(C) Enforcement Privacy

Executive Assistant

Miami Valley Regional Planning Commission

10 North Ludlow Street, Suite 700

Dayton, Ohio 45402

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(b) (6) Privacy, (b) (7)(C) Enforcement Privacy

I sent an email to my supervisor on October 24, 2021 documenting concerns regarding my employment, including ongoing discrimination, harassment, bullying and intimidation, references to retirement and being treated differently because of my race. I was fired the next day, October 25, 2021. In addition to violations of my Title VI rights, I was fired in retaliation for my written complaints of ongoing discrimination. I was the Title VI Coordinator for Miami Valley Regional Planning Commission at my termination and was subject to ongoing discriminatory practices and unethical behavior by my employer. I was treated differently as the only Black Female on staff.

I was employed as the Director of Finance and Human Resources Administration at Miami Valley Regional Planning Commission serving as the Title VI Coordinator. I was fired in retaliation for my written complaints of ongoing discrimination, bullying, harassment and unethical behavior. On October 19, 2021, an email was sent to the office staff exposing these acts of discrimination, with references to Black Lives Matter, statements about my age and retirement, and ongoing attempts and plans to fire me by the Executive Assistant. The Executive Assistant is responsible for terminating the only other Black female employee. The day after I documented in writing to (b) (6) Privacy, (b) (7)(C) Enforcement Privacy, Executive Director, my concerns of ongoing harassment and discrimination, I was fired. My Title VI rights were violated. (b) (6) Privacy, (b) (7)(C) Enforcement Privacy fired me in order to sweep the Title VI violations under the rug. While (b) (6) Privacy, (b) (7)(C) Enforcement Privacy promotes equity and diversity, female Black employees at Miami Valley Regional Planning Commission are discriminated against; not valued, treated differently than the white employees. I am a (b) (6) Privacy, (b) (7)(C) Enforcement Privacy Black woman who had positive performance reviews and salary increases each year of my employment. After I filed a written complaint, (b) (6) Privacy, (b) (7)(C) Enforcement Privacy tried to cover his tracks with performance concerns to justify my termination, however, the facts will show I was bullied, harassed, and discriminated against. Brian was angry that I put my concerns in writing and that the email exposed the staff to the continued

discrimination against me. (b) (6) Privacy refused to discuss the email. (b) (6) Privacy stood up from the table and yelled you are fired. I was blindsided. He walked to the door and banged his fist against the wall yelling your fired, ordering me to leave. I begged him not to fire me. He continued to yell and bang on the wall. (b) (6) Privacy appeared irrational and unstable. I was afraid to approach the door with him standing in it. (b) (6) Privacy (b) (6) Privacy, (b) (7)(C) behavior was unprofessional and threatening.

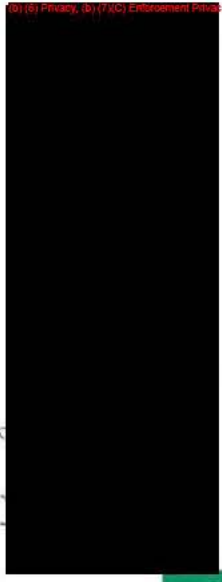
I was held to a different standard than the other employees. When a Senior Planner resigned, Federal Transit Administration (FTA) Section 5310 Program Administration was assigned to me instead of one of the experienced planners in the office. The relationship with Greater Dayton Regional Transit Authority (GDRTA) was strained, records poorly kept, and I had no transit or transportation planning experience. The former fiscal officer had an administrative employee on his department staff. The administrative employee was moved out of my department to be the personal assistant to the Executive Assistant. My requests for administrative support were denied. My requests to hire a Human Resources Specialist was to fill a vacant position in my department were denied. The Executive Assistant received \$1,000 salary increase after earning a credential. I earned a certification but was denied an increase. A Donated Leave Policy was created to benefit the Executive Assistant. I was pressured to donate my sick leave for her use. My Title VI rights have been violated. I was the only Black female on staff. My duties were given to Mike Lucas, a white male the same week that Mike Lucas walked me out. Mike made it known he wanted my job.

I have requested records from Miami Valley Regional Planning Commission to provide as supporting documentation. Miami Valley Regional Planning Commission has yet to produce the requested evidence. Complainant does not have access to her computer, files, storage, records, or cell phone. As of the date of this submission, complainant continues to wait for documentation from Miami Valley Regional Planning Commission. Additional information will be provided to the investigator.

Contact information for witnesses will be provided to the investigator.

**(b) (6) Privacy, (b) (7)(C) Enforcement Privacy**





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CERTIFIED MAIL



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Washington, D.C. 20460

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