

# Report on Workplace Discrimination - Title VI of the Civil Rights Act of 1964 and a Formal Complaint.

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**To:**

U.S. Environmental Protection Agency,  
Office of Civil Rights (1201A)  
1200 Pennsylvania Ave., NW  
Washington, D.C. 20460

**Personal Information**

Name: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Job Title: Engineer II, Team Leader

Date of Birth: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Employee ID: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Address: (b)(6) Privacy, (b)(7)(C) Enf. Privacy Raleigh, NC 27616

Telephone Number: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

**Introduction**

I am writing to formally lodge a complaint about the hazing, bullying, and age discrimination I have experienced at work. As an employee of the Department of Environmental Quality, Division of Water Resources, Public Water Supply Compliance Services Branch, I have endured these incidents over the past fourteen months. Unfortunately, they have significantly impacted my mental and physical health.

My medical health professional, (b)(6) Privacy, (b)(7)(C) Enf. Privacy has diagnosed me with Major Depressive Disorder, Post-Traumatic Stress Disorder (PTSD), and anxiety disorder. These conditions affect my cognitive and emotional functioning, making it impossible for me to handle work-related tasks effectively. As a result, I am currently on medical leave of absence under the Family and Medical Leave Act (FMLA).

I believe everyone has the right to a safe and respectful work environment. The incidents I have experienced not only harmed me but also created a hostile work environment for other affected employees. I kindly request a prompt investigation into these matters to prevent their recurrence.

Thank you for your attention to this serious issue. I look forward to your response.

Sincerely, (b)(6) Privacy, (b)(7)(C) Enf. Privacy Date: Thursday, 06/20/2024

## Employer Information

Name of Agency/Institution/Department: North Carolina Department of Environmental Quality,  
Division of Water Resources, Public Water Supply Section, Compliance Services Branch  
Address: (b)(6) Privacy, (b)(7)(C) Enf. Privacy Raleigh, NC 27604, (b)(6) Privacy, (b)(7)(C) Enf. Privacy

## Incident Details

### Initial Incidents

Date: April 3, 2023

Description: Shortly after I began my employment, (b)(6) Privacy, (b)(7)(C) Enf. Privacy started to exhibit unusual behavior towards me, including ignoring my greetings and passing by without acknowledgment. Despite raising this issue with my direct supervisor, (b)(6) Privacy, (b)(7)(C) Enf. Privacy the behavior continued and escalated to sarcastic remarks every time I passed by her, with her loudly and sarcastically saying,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

### Summer 2023 Incidents

Date: Early August 2023

Description: Following a car accident that resulted in my vehicle being totaled and my need for a method to get to work, I adjusted my work hours to accommodate car rental preparations and shopping for a new car. Immediately after the vehicle accident I informed my direct supervisor (b)(6) Privacy, (b)(7)(C) Enf. Privacy over cellphone text that I will be late for work since I am managing the car rental in the morning. In addition, during this period (b)(6) Privacy, (b)(7)(C) Enf. Privacy complained to (b)(6) Privacy, (b)(7)(C) Enf. Privacy about my Teams chat status not having the Green Dot on, while I was in the office all the time. This led to unnecessary scrutiny of my presence in the office. (b)(6) Privacy, (b)(7)(C) Enf. Privacy continuously showed that he follows blindly demands from (b)(6) Privacy, (b)(7)(C) Enf. Privacy even if these demands were contributing to stress of co-workers)

### January 10, 2024, Incident

Date: January 10, 2024

Description: Despite notifying (b)(6) Privacy, (b)(7)(C) Enf. Privacy and marking my absence on the work calendar due to a car dealership appointment, (b)(6) Privacy, (b)(7)(C) Enf. Privacy questioned my whereabouts. This incident led to further stress and anxiety.

## Ongoing Issues

(b)(6) Privacy, (b)(7)(C) Enf. Privacy **Resignation (01/22/2024)**

Date: Last week of January 2024

Description: (b)(6) Privacy, (b)(7)(C) Enf. Privacy frequently expressed distress over the pressure and anxiety caused by (b)(6) Privacy, (b)(7)(C) Enf. Privacy micromanagement and unnecessary demands. (b)(6) Privacy, (b)(7)(C) Enf. Privacy came to my office, closed the door, and broke into tears because (b)(6) Privacy, (b)(7)(C) Enf. Privacy was pressuring her not to review and sign my quarterly performance appraisal. I told (b)(6) Privacy, (b)(7)(C) Enf. Privacy to follow her conscious and ethical values and do the right thing despite (b)(6) Privacy, (b)(7)(C) Enf. Privacy demands. (b)(6) Privacy, (b)(7)(C) Enf. Privacy interference in (b)(6) Privacy, (b)(7)(C) Enf. Privacy supervisory duties over me was also a concern since (b)(6) Privacy, (b)(7)(C) Enf. Privacy didn't understand why (b)(6) Privacy, (b)(7)(C) Enf. Privacy



involved in her job duties and micromanaging her as well. (b)(6) Privacy, (b)(7)(C) Enf. Privacy resigned due to work stress. Before her departure, she warned me that (b)(6) Privacy, (b)(7)(C) Enf. Privacy was planning to terminate my employment and advised me to start looking for other jobs.

#### **Post-Resignation of (b)(6) Privacy, (b)(7)(C) Enf. Privacy Incidents**

Date: February 2024

Description: Following (b)(6) Privacy, (b)(7)(C) Enf. Privacy resignation, (b)(6) Privacy, (b)(7)(C) Enf. Privacy began micromanaging my work and issuing conflicting demands that caused confusion.

During a meeting on 06/06/2024, I forgot everything I prepared due to the stressful situation they had put me in during a previous Human Resources interview of an incident that happened on 04/25/2024, and investigation started 05/31/2024. I even forgot that I prepared and sent an email with action items that we would be discussing. I had to explain that I was stressed because of the unprofessional experience I had with Human Resources managers, and I couldn't remember the emails I sent.

#### **Incident about the Text and Chat in Teams**

Date: April 25, 2024

Description: On April 25, 2024, during a kickoff meeting with a vendor (TruePani) that will be assisting water systems in the Service Line Inventory initiative made by the Environmental Protection Agency (SLI), I accidentally pasted text in a Teams chat. The text, which was erased in less than a minute, read: 'Aztecs were better than Europeans. Europeans invented high heels.' Despite the swift removal of the text, someone noticed it and approached Human Resources with a formal complaint instead of addressing it directly to me. This led to an interrogation-like interview by Human Resources on 05/31/2024, which was highly stressful and contributed to my memory loss during the 06/06/2024 meeting. I believe this incident was handled unprofessionally and further exacerbated the hostile work environment.

#### **Additional Incidents**

Date: Various dates

Description: Incidents of unprofessional behavior, lack of support, and conflicting demands from (b)(6) Privacy, (b)(7)(C) Enf. Privacy continued. Despite my efforts to address these issues and communicate openly, the hostile work environment persisted, exacerbating my mental health condition.

#### **Post-Resignation of (b)(6) Privacy, (b)(7)(C) Enf. Privacy Incidents**

Date: February 2024

Description: Following (b)(6) Privacy, (b)(7)(C) Enf. Privacy resignation, (b)(6) Privacy, (b)(7)(C) Enf. Privacy began micromanaging my work, and issuing conflicting demands that caused confusion.

*I went to (b)(6) Privacy, (b)(7)(C) Enf. Privacy office and told her that (b)(6) Privacy, (b)(7)(C) Enf. Privacy told me that you commanded her not to sign my Performance Appraisal Report for the quarter and let it slide since she is resigning from the job. (b)(6) Privacy, (b)(7)(C) Enf. Privacy looked at me and didn't say anything, and she didn't deny it even. I repeatedly said do you want me in the office, and to continue working or not, and if you don't want me, please tell me now, as I have a lot of financial, and family responsibilities (mortgage, car loan, credit cards debts, etc..) to be taken care of and I need to be*

prepared for leaving the job early. Then she (b)(6) Privacy, (b)(7)(C) Enf. Privacy said: "I expected you to function like (b)(6) Privacy, (b)(7)(C) Enf. Privacy without giving clear guidance of how? (I am the team leader for lead and copper rule, where. (b)(6) Privacy, (b)(7)(C) Enf. Privacy woman, are my team members. (b)(6) Privacy, (b)(7)(C) Enf. Privacy has been working in compliance for lead & copper for over TWO years, and been working in water compliance in Nebraska before joining NCDEQ. I said, (b)(6) Privacy, (b)(7)(C) Enf. Privacy's young, and I believe I need to be treated the same as her, as no one was pushing her around as far as I can see. I emphasized that I want to stay in the job, and I am doing the best I can according to my abilities, and the job has a lot of moving elements, and there is no training provided nor correct Standard Operating Procedures to use since every time I use one of them that are on the shared drive, they have issues, and I sit for hours trying to figure out what's wrong, until I told (b)(6) Privacy, (b)(7)(C) Enf. Privacy with the help of (b)(6) Privacy, (b)(7)(C) Enf. Privacy to review them SOPs, and see where the problems are since they have been in the job under full capacity more than I do. SOPs issues were resolved after I took the initiative to fix and create new ones with the help of (b)(6) Privacy, (b)(7)(C) Enf. Privacy

P.S. (b)(6) Privacy, (b)(7)(C) Enf. Privacy started her current position in January of 2023 (a few months before I started).

Incident on June 3<sup>rd</sup>, 2024:

Incident On June 6<sup>th</sup>, 2024, from 11:00 to 12:00 a.m., the Service Line Inventory (SLI) biweekly meeting took place. Attendees included (b)(6) Privacy, (b)(7)(C) Enf. Privacy (b)(6) Privacy, (b)(7)(C) Enf. Privacy and me. During this meeting, we reviewed action items that I had prepared and sent to (b)(6) Privacy, (b)(7)(C) Enf. Privacy on May 24<sup>th</sup>, 2024.

However, due to the discomfort and stress I experienced during a Human Resources interview on May 31<sup>st</sup>, 2024, my memory was significantly affected. The interview felt more like an interrogation, especially after I mistakenly pasted text into the team chat. Although the text was quickly erased, the stress of the situation caused me to forget everything I had prepared. I even overlooked the fact that I had sent an email with action items for discussion on May 24<sup>th</sup>, 2024.

Just before the meeting, I created a fresh list of bullet points covering the topics to be discussed. During the meeting, I presented these new items. To my surprise, (b)(6) Privacy, (b)(7)(C) Enf. Privacy produced a printout of the email I had sent her and (b)(6) Privacy, (b)(7)(C) Enf. Privacy on May 24<sup>th</sup>, 2024. The email contained a comprehensive list of action items, complete with due dates. I had completely forgotten that I had prepared such a detailed document.

In the meeting, I openly expressed my stress & anxiety due to the unprofessional experience I encountered during the Human Resources interview which resulted in memory loss, and I am scheduled to see medical professional to see what's going on with me, since I feared that I am experiencing early signs of Dementia, or Alzheimer's disease. I also mentioned to (b)(6) Privacy, (b)(7)(C) Enf. Privacy that, as someone transitioning from a background in Petroleum & Natural Gas Engineering, I felt she was pushing me too hard. Her response was that I had been with them for a year now and I should have already learned the job, and she expected me to function like (b)(6) Privacy, (b)(7)(C) Enf. Privacy the lead and copper rule manager on my team. I explained that there was no training given to me, and I am navigating on my own with the help of (b)(6) Privacy, (b)(7)(C) Enf. Privacy



Given my memory lapses and the stress I've been under, I am genuinely concerned about my ability to perform my work or my life effectively.

Immediately after this meeting on 06/06/2024 I tried to execute the action items that I prepared on 05/24/2024, and I prepared a process flow algorithm, and chart for the 24 Hours Public Notice for lead exceedance that is going to be tentatively effective 10/16/2024. On 06/12/2024 I went to (b)(6) Privacy, (b)(7)(C) Enf. Privacy office to see if she has reviewed my process flow, and algorithm. She seemed confused and didn't know what I was talking about. I had to remind her of what she demanded from me during our last SLI biweekly meeting. She checked her emails while talking to me, and said: I have it, but I haven't reviewed it, and said: "You know it's not urgent now since it's not effective till October 16<sup>th</sup>." I was puzzled for a moment as she demanded several times before, and during the meeting to get it done ASAP. I felt I was spinning my wheels for nothing.

On 06/12/2024, I had a Teams Chat conversation with (b)(6) Privacy, (b)(7)(C) Enf. Privacy and told him to communicate with (b)(6) Privacy, (b)(7)(C) Enf. Privacy or CC her on his communications with vendors specially (b)(6) Privacy, (b)(7)(C) Enf. Privacy represented by (b)(6) Privacy, (b)(7)(C) Enf. Privacy Director Enterprise Sales, email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy, since he informed vendors to stop any activities until he finished final contracts and purchase orders (PO) for vendors to bill their work against. At the same time, (b)(6) Privacy, (b)(7)(C) Enf. Privacy requested an update (report summary) from the vendor despite her awareness that they weren't supposed to report until there was a contract in place. I had to go out of my way and call (b)(6) Privacy, (b)(7)(C) Enf. Privacy and convince him to write the update summary report despite not having a contract in place using my persuasive skills.

### Additional Incidents

On Sunday a little bit before midnight June 10th, 2024, my father experienced severe pain in his stomach while visiting me from Asheville, NC and I had to rush him to the Emergency Room at (b)(6) Privacy, (b)(7)(C) Enf. Privacy Hospital. On June 11th at 7:14 a.m. I wrote an email to (b)(6) Privacy, (b)(7)(C) Enf. Privacy explaining my situation and that I would be leaving early and won't be able to attend the biweekly meeting scheduled on Tuesday at 10:00 a.m. and that I will keep them informed of my status once I know what my father is going through. I attached a request letter dated 06/11/2024 from (b)(6) Privacy, (b)(7)(C) Enf. Privacy at (b)(6) Privacy, (b)(7)(C) Enf. Privacy Hospital Emergency Services asking my work to excuse me from work to be with family. My father is a recovering patient that suffered from leukemia / cancer in the past (b)(6) Privacy, (b)(7)(C) Enf. Privacy

**(b)(6) Privacy, (b)(7)(C) Enf. Privacy**

On Tuesday, June 11, 2024, around 10:00 a.m. I went to (b)(6) Privacy, (b)(7)(C) Enf. Privacy office to tell her that I am willing to work despite my father's sickness and current status being in the Emergency room at (b)(6) Privacy, (b)(7)(C) Enf. Privacy hospital for the past 36 hours, since the situation is fluid and he's still under the care of the hospital, and I just requested flexibility leaving and coming to attend my father's needs since I am his primary caregiver in Raleigh, NC since he was coming to visit me from Asheville, NC. (b)(6) Privacy, (b)(7)(C) Enf. Privacy were together in the office when I went to visit her in her office. I stood by the door waiting to be invited, and she said: (b)(6) Privacy, (b)(7)(C) Enf. Privacy we were just discussing your case, come in. She asked about my father and wished him well. And then suddenly she



demanding that I should give her specific times of when I will be coming to the office. I explained that the situation is FLUID, and I don't know yet of my schedule, but once I know I will let her, and [REDACTED] know. She demanded that I should give her a block of time frame days that I will be gone. I also explained that I can remotely monitor my work emails and conduct work when needed. She refused my offer and said that I can't work remotely because my telework agreement isn't in effect and that I should either come to the office or take sick leave or FMLA. I was very stressed because of the lack of flexibility I witnessed from [REDACTED] and her pressuring me to come up with dates for my absence during this sensitive and critical times I am experiencing due to my father's illness, since I showed initiative and spoke openly in her office that I am willing to work and help the compliance service branch so they won't feel my absence from the office to attend for my father's needs.

On June 12th, 2024, at 2:38 p.m. I received an email from [REDACTED] EEO and inclusion manager, Division of Human Resources, at the NC DEQ, for a follow-up on the interview/investigation that happened on 05/31/202 regarding TruePani, with a typed version of my statement and requesting me to review for accuracy and signing. I reviewed it and noticed that there are several things I mentioned during the interview to her, and she didn't include in the statement, and some discrepancies that required me to add in the statement before I put my signature, also I was fixing to go out of the office as my father was about to enter the operations room at Wake Med Hospital, and I had to be with him before this to happen. She emphasized that the investigation should remain confidential and requested that I sign the statement by close of business day Friday 06/14/24. She also said in the same email that an electronic signature is OK. (two conflicting statements adding more to the confusion). I replied back via email to [REDACTED] on Thursday, 06/13/2024 at 7:46 a.m. and informed her of my father's situation and that I am in and out of the office since I am the primary care giver for my father at the timbering, and that I will do my best to comply with her request to get the statement reviewed and signed on time per her request on Friday 06/14/2024 close-of-business-day.

On Wednesday, June 13, 2024, between 9:00 AM and 10:00 AM, I lodged a formal complaint with the Human Resources Manager, [REDACTED]. The complaint addressed issues of hazing, harassment, bullying, and age discrimination that I have been experiencing at the workplace. During this time, I was on sick leave and a Family and Medical Leave Act (FMLA) leave of absence to care for my hospitalized father. [FMLA Request was faxed by the primary care doctor of my father to [REDACTED] to activate the FMLA request]. I had informed [REDACTED] Branch Head of the Compliance Services Branch, Public Water Supply Section, Division of Water Resources, at the North Carolina Department of Environmental Quality, and [REDACTED] Chief of the Public Water Supply Section, Division of Water Resources, at the North Carolina Department of Environmental Quality about my situation and attached a letter from the medical care provider of my father. I asked [REDACTED] if my email to [REDACTED] was forwarded to her so she can have the official Medical Doctor request letter attachment for my records on file, and she said she didn't receive it. I requested that this matter be kept CONFIDENTIAL out of fear of retaliation, and that I don't want to be fired for what's going on as it has nothing to do at all with my work duties that I was hired for, and it seems that this is a case of bullying, hazing, and possible discrimination. After I left the Human Resource Manager, [REDACTED] office, I forwarded her the email

I sent to (b)(6) Privacy, (b)(7)(C) Enf. Privacy requesting leave, and the attached Medical Doctor's request for granting me leave to be with my family.

During this meeting, I informed (b)(6) Privacy, (b)(7)(C) Enf. Privacy that I am seeing a medical doctor psychiatrist due the ongoing stressful situation they keep putting me in since I started working on 04/03/2023, and that I am afraid of retaliation for reporting this issue, and that I am afraid of being fired. I told her that I want to stay in my job as I like my job and she should contact (b)(6) Privacy, (b)(7)(C) Enf. Privacy since he is the expert on Lead & Copper being in the same position for around 40 years, and he is the one that knows the job in and out and knows who's working and who's not working.

On June 13th, around 11:00 a.m. right after I left (b)(6) Privacy, (b)(7)(C) Enf. Privacy office, I received a phone call from (b)(6) Privacy, (b)(7)(C) Enf. Privacy pressuring me to sign a statement of an incident that happened in 04/25/2024 and started investigation on 05/31/2024 about accidentally pasting a text at Teams Chat during a kickoff meeting that we had with a vendor that will be assisting water systems in the Service Line Inventory initiative by Environmental Protection Agency, SLI. I told her that I replied to her email and said that I will do my best to sign the statement by the end of business day on Friday per her request and offer in the email. I also asked her why is she repeating her demands and pressuring me to sign? She replied: because of the new allegations you have against (b)(6) Privacy, (b)(7)(C) Enf. Privacy and she needs to close this file NOW and I should sign now. (I told myself that

(b)(6) Privacy, (b)(7)(C) Enf. Privacy *didn't keep the issue confidential as I demanded from her, and she allowed (b)(6) Privacy, (b)(7)(C) Enf. Privacy to pressure me regardless of what I told her that their behavior with me is causing me unnecessary anxiety.* This indicates a potential breach of confidentiality, which is crucial in such sensitive matters.

On Monday, 06/17/2024, while I was on sick leave and FMLA leave (a combination of both happened at once since I was looking after my father during his illness, and I was seeing my medical health providers at the same time), an email exchange took place: (b)(6) Privacy, (b)(7)(C) Enf. Privacy Email to Me (b)(6) Privacy, (b)(7)(C) Enf. Privacy noted the addition of new wells #5 (W05) and #8 (W08) to the (b)(6) Privacy, (b)(7)(C) Enf. Privacy water system. He expressed concern that the system might not have been contacted about providing Water Quality Parameter (WQP) data for these new wells. He requested that I reach out to the system to request this data or confirm if this task had already been completed. He emphasized the importance of including this information in the Compliance Data System (CDS) Report for new sources and mentioned previous instances of similar oversights for different water systems.

My Response to (b)(6) Privacy, (b)(7)(C) Enf. Privacy via email: In response, I defended my actions, stating that I had contacted the system as soon as it was updated on the Safe Drinking Water Information System (SDWIS). I informed him that it wasn't a mistake and pointed out that neither him (b)(6) Privacy, (b)(7)(C) Enf. Privacy nor my previous supervisor, (b)(6) Privacy, (b)(7)(C) Enf. Privacy had clearly instructed me regarding the inclusion of this information in the CDS report. I also mentioned that I had been on sick leave and was not performing telework due to instructions from Human Resources Manager and (b)(6) Privacy, (b)(7)(C) Enf. Privacy his direct manager to not perform any telework since there is no telework agreement in place.



(b)(6) Privacy, (b)(7)(C) Enf. Privacy to Me (b)(6) Privacy, (b)(7)(C) Enf. Privacy  
(b)(6) Privacy, (b)(7)(C) Enf. Privacy intervened in the email conversation, advising me not to contact (b)(6) Privacy, (b)(7)(C) County Utilities about collecting Water Quality Parameters (WQP) samples for the new well additions. He explained that due to the mixing of surface water and groundwater in their distribution system, collecting WQP samples was not an option. He had already adjusted their monitoring schedule to 60 samples every 6 months, starting from July 1, 2024.

*In summary (b)(6) Privacy, (b)(7)(C) Enf. Privacy initial email lacked clarity, leading to confusion on my part. (b)(6) Privacy, (b)(7)(C) Enf. Privacy intervention clarified the situation and indicated that (b)(6) Privacy, (b)(7)(C) Enf. Privacy initial request was unnecessary. (b)(6) Privacy, (b)(7)(C) Enf. Privacy extensive experience (40+ years at the same position handling Lead & Copper Rule) likely informed his decision to override (b)(6) Privacy, (b)(7)(C) Enf. Privacy directive."*

### Additional Conversations

(b)(6) Privacy, (b)(7)(C) Enf. Privacy Chemical Engineer.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy **Resignation Date:** sometime in February 2024

**Summary:** (b)(6) Privacy, (b)(7)(C) Enf. Privacy another colleague, also left the organization in the last week of February 2024 due to work-related stress, hostile environment, and coercion. He expressed concerns about not making it to retirement if he stayed longer as the work environment was hostile and stressful. (he acquired shingles a couple weeks before his resignation). He also mentioned similar treatment to mine from (b)(6) Privacy, (b)(7)(C) Enf. Privacy not looking him in the eye when he greets her as they pass each other in the corridor, and refusal to return his greetings to her by ignoring it. He said that (b)(6) Privacy, (b)(7)(C) Enf. Privacy coerced him to write his resignation letter without stating his reasons for leaving the job. (b)(6) Privacy, (b)(7)(C) Enf. Privacy said to me that he sent his resignation letter to (b)(6) Privacy, (b)(7)(C) Enf. Privacy and in less than a couple minutes later he received an email from (b)(6) Privacy, (b)(7)(C) Enf. Privacy saying that his resignation is accepted without even reaching out to him to understand why he is resigning as if she was waiting for his resignation to happen. He also stated that Human Resources lady that interrogated him for telling (b)(6) Privacy, (b)(7)(C) Enf. Privacy that he doesn't trust her motives behind adding unnecessary work pressure.

Phone: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Conversation about (b)(6) Privacy, (b)(7)(C) Enf. Privacy

- **Resignation Date:** May 2023
- **Summary:** (b)(6) Privacy, (b)(7)(C) Enf. Privacy's departure from the organization may have been influenced by work-related stress. She moved to a position at a community college that offered higher pay and more opportunities to work from home.

Conversation with: (b)(6) Privacy, (b)(7)(C) Enf. Privacy PFAS & Contaminants Team Leader:

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy complained that he was assigned to do survey on 1700+ water systems in the State of North Carolina for PFAS contaminants, and that this work was estimated to be done in about 9-12 months. (b)(6) Privacy, (b)(7)(C) Enf. Privacy did it in 3 months only, and he felt he wasn't appreciated by (b)(6) Privacy, (b)(7)(C) Enf. Privacy and that she was also micromanaging him and pressuring him to stress operators in the field not knowing that operators and technicians have a special way of handling that he is familiar with due



to his past experiences and being an expert on the subject. He also felt that she is trying to get the operators in trouble demanding unnecessary requests. He also felt that he is discriminated against due to his background as an Italian with an Italian accent.

**These conversations highlight a pattern of stress, dissatisfaction, and turnover within the organization, further supporting my experiences of workplace harassment and discrimination.**

### **Impact on Health**

Tuesday, June 18, 2024 11:53 AM: I sent an email from my personal email:

(b)(6) Privacy, (b)(7)(C) Enf. Privacy including the “**Certification of Health Care Provider for Employee’s Serious Health Condition under the Family and Medical Leave Act**”, since I was instructed by (b)(6) Privacy, (b)(7)(C) Enf. Privacy followed by (b)(6) Privacy, (b)(7)(C) Enf. Privacy the Human Resources Manager that I am not allowed to work unless I am in the office.

Date: June 18, 2024

Description: I sent an email including the Certification of Health Care Provider for Employee’s Serious Health Condition under the Family and Medical Leave Act to various individuals at the Division of Water Resources. Due to continuous bullying and a hostile work environment, I am currently taking FMLA and under the care of a medical psychiatrist. The diagnosis is Major Depressive Disorder, Post Traumatic Stress Disorder (PTSD), and anxiety disorder, which impair my cognitive and emotional functioning, making it impossible for me to perform work-related tasks. I have been prescribed 48 days of leave from work due to incapacitation.

“Incapacity plus Treatment Due to the condition, the patient has been and is expected to be incapacitated for more than three consecutive, full calendar days from: 06/12/2024 to 07/28/2024 under the Family, and Personal Medical Leave Act.” (b)(6) Privacy, (b)(7)(C) Enf. Privacy

### **Conclusion**

These incidents have caused significant stress and anxiety, affecting my mental health and job performance. I believe these actions constitute workplace harassment and discrimination. I am (b)(6) Privacy, (b)(7)(C) Enf. Privacy a Muslim, and of Middle Eastern origin, and I believe that I have been discriminated against based on my age, religion, race, and national origin which is a violation of Title VI of the Civil Rights Act of 1964.

### **Witnesses and Additional Information**

1. (b)(6) Privacy, (b)(7)(C) Enf. Privacy
2. (b)(6) Privacy, (b)(7)(C) Enf. Privacy
3. (b)(6) Privacy, (b)(7)(C) Enf. Privacy
4. (b)(6) Privacy, (b)(7)(C) Enf. Privacy
5. (b)(6) Privacy, (b)(7)(C) Enf. Privacy
6. (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Office for a new position with a higher salary, and a different supervisor, (b)(6) Privacy, (b)(7)(C) [REDACTED]  
(b)(6) Privacy, (b)(7)(C) Enf. Privacy [REDACTED] is no longer part of the Lead & Copper team.

**7. Attachments:**

- a. Letters of recommendation from past employers are attached.
- b. Psychological Profile
- c. Certification of Health Care Provider for Employee's Serious Health Condition under the Family and Medical Leave Act

d. DEQ FY 2023 - 2024 Interim Review → 7/1/2023 - 6/30/2024

Signed: (b)(6) Privacy, (b)(7)(C) Enf. Privacy [REDACTED]

(b)(6) Privacy, (b)(7)(C) Enf. Privacy [REDACTED]

Engineer II, Team Leader – Lead & Copper Rule Compliance Officer  
Compliance Services  
Public Water Supply Section  
Division of Water Resources  
N.C. Department of Environmental Quality (DEQ)

(b)(6) Privacy, (b)(7)(C) Enf. Privacy [REDACTED]