



OFFICE OF EXTERNAL CIVIL RIGHTS COMPLIANCE

WASHINGTON, D.C. 20460

July 26, 2024

In Reply Refer to:

EPA Complaint No: 01X-24-R8

Amy Burkholder
Field Director
U.S. Equal Employment Opportunity Commission
Denver Field Office
950 17th Street, Suite 300
Denver, CO 80202
amy.burkholder@eeoc.gov

Re: Referral of Administrative Complaint

Dear Amy Burkholder:

This letter is to notify you that the U.S. Environmental Protection Agency (EPA), Office of External Civil Rights Compliance (OECRC) has completed its jurisdictional review of a complaint filed against Springhill Suites in Denver, Colorado that OECRC received February 15, 2024. Complaint No. 1X-24-R8 alleges that Springhill Suites subjected three employees to national origin discrimination and retaliation in the context of their employment with Springhill Suites.

Pursuant to EPA's nondiscrimination regulation, EPA's OECRC conducts a preliminary review of administrative complaints to determine acceptance, rejection, or referral to the appropriate Federal agency. *See* 40 C.F.R. § 7.120(d)(1). To be accepted for investigation, a complaint must meet the jurisdictional requirements described in EPA's nondiscrimination regulation. First, the complaint must be in writing. *See* 40 C.F.R. § 7.120(b)(1). Second, it must describe an alleged discriminatory act that, if true, may violate EPA's nondiscrimination regulation (*i.e.*, an alleged discriminatory act based on race, color, national origin, sex, age, or disability). *Id.* Third, it must be filed within 180 days of the alleged discriminatory act. *See* 40 C.F.R. § 7.120(b)(2). Finally, the complaint must be filed against an applicant for, or recipient of, EPA financial assistance that allegedly committed the discriminatory act. *See* 40 C.F.R. § 7.15.

After careful consideration, OECRC is rejecting the referenced complaint for lack of jurisdiction because Springhill Suites is not a recipient of EPA financial assistance. EPA is referring the complaint to the U.S. Equal Employment Opportunity Commission (EEOC) for appropriate action

because the complaint involves alleged employment discrimination.

OECRC has simultaneously notified the Complainants that this complaint will be forwarded to your office and provided them your contact information. The complaint, as well as EPA's acknowledgement and referral letter, are attached.

Please be advised that a Spanish interpreter and/or translator may be required when communicating with the complainants.

In light of the above, OECRC is closing the referenced complaint and will take no further action. If you have questions about this letter, please feel free to contact me by telephone at (202) 564-3357 or by email at wilson.adam@epa.gov.

Sincerely,

Adam Wilson
Acting Deputy Director
Office of External Civil Rights Compliance
Office of Environmental Justice &
External Civil Rights

Attachments:

Complaints to EPA (Original Complaint and English Translation)
Complainant Acknowledgement and Referral Letter issued by EPA (Spanish and English)

cc: Ariadne Goerke
Deputy Associate General Counsel
Civil Rights & Finance Law Office
Office of General Counsel

Mark A. Smith
Deputy Regional Administrator
Deputy Civil Rights Official
U.S. EPA Region 8

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