

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
WASHINGTON, D.C. 20460



EXTERNAL CIVIL RIGHTS COMPLIANCE OFFICE  
OFFICE OF GENERAL COUNSEL

May 1, 2019

**Return Receipt Requested**

Certified Mail #:7015 3010 0001 1267 1197

**In Reply Refer To:**

EPA Complaint No. 01Rr-19-R6

Belinda McCallister  
Director  
Dallas District  
U.S. Equal Employment Opportunity Commission  
Dallas, Texas 75202

**Re: Referral of Administrative Complaint of Employment Discrimination**

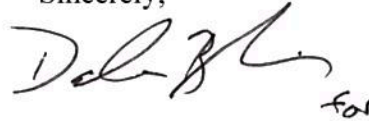
Dear Ms. McCallister:

On April 8, 2019, the U.S. Environmental Protection Agency (EPA) External Civil Rights Compliance Office (ECRCO) received a complaint from an employee of the Texas Commission on Environmental Quality (TCEQ) that alleged discrimination against her on the basis of race (Black) and gender (female), and retaliation against her by demoting her and denying her rights and privileges associated with her professional position because she complained to the TCEQ about the failure to notify minority landowners of groundwater contamination, as well as for her participation during a previous EEOC investigation involvement another TCEQ employee.

Pursuant to EPA's nondiscrimination regulation, ECRCO has limited jurisdiction over employment discrimination claims concerning recipients of EPA financial assistance. *See* 40 C.F.R. §§ 5.500(a)(1), 7.35(a)(6). The allegations regarding employment discrimination as described above do not fall within ECRCO's jurisdiction. Accordingly, ECRCO is referring these employment allegations based on race and gender as well as the retaliation discrimination allegations to your EEOC Dallas/Fort Worth office for review. Copies of the complaint and additional supporting documentation regarding the complaint are also enclosed.

If you have questions about this matter, please contact ECRCO Team Lead Debra McGhee, by phone at (202) 564-4646, by email at [mcghee.debra@epa.gov](mailto:mcghee.debra@epa.gov) or by mail at 1200 Pennsylvania Avenue, NW, Mail Code 2310A, Room 2524, Washington, DC, 20460-1000.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lilian S. Dorka', with a small 'for' written below the signature.

Lilian S. Dorka, Director  
External Civil Rights Compliance Office  
Office of General Counsel

Enclosure: Complaint

cc: Angelia Talbert-Duarte  
Acting Associate General Counsel  
Civil Rights & Finance Law Office

David Gray  
Deputy Regional Administrator  
Deputy Civil Rights Official  
US EPA Region 6

James Payne  
Deputy Civil Rights Official  
US EPA Region 6