



OFFICE OF EXTERNAL CIVIL RIGHTS COMPLIANCE

WASHINGTON, D.C. 20460

June 30, 2025

In Reply Refer To:

EPA Complaint No. 01D-25-R5

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

Toledo, OH 43607

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

RE: Notice of Intent to Refer Administrative Complaint

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

This letter is in response to EPA Complaint No. 01D-25-R5, which you submitted to the U.S. Environmental Protection Agency (EPA), Office of External Civil Rights Compliance (OECRC) on May 6, 2025. The complaint alleges that the Detroit Public Schools Community District (DPSCD) discriminated against you on the basis of disability in violation of Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 794, and EPA's nondiscrimination regulation, at 40 C.F.R. Part 7. Further, the complaint alleges that this discrimination occurred in the context of employment. Accordingly, OECRC intends to forward your complaint to the Equal Employment Opportunity Commission (EEOC). Per OECRC's Case Resolution Manual, OECRC follows procedures consistent with the employment coordination regulations at 28 C.F.R. Part 37 and 29 C.F.R. Part 1640.

Pursuant to 29 C.F.R. Part 1640, this letter serves to inform you of the following:

- 1) Unless the OECRC receives a written response from you within twenty (20) calendar days of the date of this notice letter requesting that OECRC retain and process the complaint, OECRC will forward the complaint to the EEOC for investigation and processing. OECRC will also provide you with further contact information for the EEOC at the time of the referral.

- 2) If you elect to have OECRC retain the complaint, OECRC shall process the complaint under Section 504 in accordance with 40 C.F.R. Part 7 and the procedures outlined in its Case Resolution Manual.

If OECRC refers the complaint, the EEOC will investigate and process the charge, as it deems appropriate, and if the EEOC determines that it has jurisdiction over the charge under Title I of the ADA and the charge solely alleges employment discrimination against an individual. This letter also serves to inform you of the potential for different remedies under each statute (*i.e.*, Section 504 and Title I of the ADA).

If you have questions about this letter, please feel free to contact Kurt Temple, Senior Advisor, by email at Temple.Kurt@epa.gov.

Sincerely,

SUSAN PARK

Digitally signed by SUSAN PARK
Date: 2025.06.30 10:20:49
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Susan Park
Deputy Assistant Administrator
Office of External Civil Rights Compliance

cc: Cheryl Newton
Deputy Civil Rights Official
Deputy Regional Administrator
U.S. EPA Region 5

Robert Kaplan
Regional Counsel
U.S. EPA Region 5