

From: [Temple, Kurt](#)
To: [Darden, Cynthia](#)
Cc: [Stein, Jonathan](#); [Garcia, Bianca](#); [Glenn, V"Hesspa](#); [Harrison, Brenda](#)
Subject: RE: Title VI Complaint Regarding Racial Discrimination, Unjust Termination, and Mismanagement of Tax Dollars at Michigan EGLE Project (MDCR Case#: (b)(6) Privacy, (b)(7)(C) Enf. Pri
Date: Tuesday, May 27, 2025 1:58:12 PM

Okay thanks, Cynthia! Copying our team. Kurt

-----Original Message-----

From: Darden, Cynthia <Darden.Cynthia@epa.gov>
Sent: Tuesday, May 27, 2025 1:33 PM
To: Temple, Kurt <Temple.Kurt@epa.gov>
Subject: FW: Title VI Complaint Regarding Racial Discrimination, Unjust Termination, and Mismanagement of Tax Dollars at Michigan EGLE Project (MDCR Case#: (b)(6) Privacy, (b)(7)(C) Enf. Pri

Good afternoon, Kurt,

This individual is asserting a Title VI complaint.

Sincerely,
Cynthia R. Darden
Deputy Director
Office of Civil Rights
U.S. Environmental Protection Agency
M-F 7:30-5, Off 1st Friday
202-564-1587
Darden.cynthia@epa.gov

-----Original Message-----

From: (b)(6) Privacy, (b)(7)(C) Enf. Pri
Sent: Tuesday, May 27, 2025 9:34 AM
To: Darden, Cynthia <Darden.Cynthia@epa.gov>; prioleau.elizabeth@epa.gov
Subject: Title VI Complaint Regarding Racial Discrimination, Unjust Termination, and Mismanagement of Tax Dollars at Michigan EGLE Project (MDCR Case#: (b)(6) Privacy, (b)(7)(C) Enf. Pri

Caution: This email originated from outside EPA, please exercise additional caution when deciding whether to open attachments or click on provided links.

To Whomsoever It May Concern,

I am (b)(6) Privacy, (b)(7)(C) Enf. Pri an Indian-American and minority in corporate America, filing a Title VI complaint about racial discrimination and unjust termination as a contractor on the State of Michigan's EGLE project, which receives EPA funding. I believe my Indian origin made me a target, as minorities are often seen as easier to marginalize. I am working with the Michigan Department of Civil Rights (MDCR Case#: (b)(6) Privacy, (b)(7)(C) Enf. Pri) on state-level claims and seek your investigation into federal Title VI violations and mismanagement of hard-earned tax dollars exceeding \$500,000, in violation of EPA funding policies (2 CFR Part 200). I request anonymity to protect my career from retaliation.

Racial Discrimination in Violation of Title VI: I was actively recruited by the State of Michigan for this role before it was posted, receiving an offer letter on day one, indicating my qualifications were highly valued. Yet, I was terminated while a less qualified white team member, (b)(6) Privacy, (b)(7)(C) Enf. Pri whom I trained, was retained, despite my performing the majority of the work. My onboarding with Product Owner (b)(6) Privacy, (b)(7)(C) Enf. Pri involved complex tasks like

conducting user journeys and discovery processes, with vague instructions to “do it as I did in the past.” In contrast, when (b)(6) Privacy started two months later, I was tasked with onboarding him, driving his meeting agendas, and having him take notes, a starkly different and less demanding process. Between June and April, my deliverables accounted for approximately 80% of the work compared to (b)(6) Privacy, (b)(6) Privacy, (b)(6) Privacy, (b)(6) Privacy 20%, yet I was dismissed. This pattern, with four Business Analysts, often minorities, terminated in two years, suggests systemic racism under IT Director (b)(6) Privacy, (b)(7)(C) Enf. Priv. Project Manager (b)(6) Privacy, (b)(7)(C) Enf. Priv. and (b)(6) Privacy, (b)(7)(C) Enf. Priv. violating Title VI’s prohibition on race and national origin discrimination in federally funded programs.

Pretextual Termination Reasons: Leadership provided false reasons for my termination, which I believe masked discriminatory intent:

I was accused of attending unauthorized project-related meetings, yet these were part of my duties as a Business Analyst. I suspect this was a pretext for raising concerns about mismanagement.

Claims of late deliverables are disproven by chat logs and calendar invites showing I consistently met deadlines.

Mismanagement and Lack of Accountability: Leadership claimed my termination was due to funding shortages, yet meetings, including the March 2025 quarterly offsite, confirmed funding through September 30, 2025. Hard-earned tax dollars, north of \$500,000, remain unaccounted for, violating EPA funding policies requiring proper financial management (2 CFR Part 200). Leadership faces no repercussions, and some receive promotions, while using “funding shortages” as a pretext to target minority contractors. It’s unacceptable that society debates school meals for children while EGLE allows such funds to vanish without accountability.

Unprofessional Conduct by Leadership: I was repeatedly assured by my recruiter, BA specialist (b)(6) Privacy, (b)(7)(C) Enf. Priv. and EGLE SMEs that the State of Michigan “takes care of people who do good work.” Yet, I was terminated without a day’s notice, despite my strong performance. (b)(6) Privacy, (b)(7)(C) Enf. Priv. shared how difficult it was for her sister to lose her job after a Department of Government Efficiency inquiry, yet showed no empathy in my case. On the day of my dismissal, I messaged (b)(6) Privacy, (b)(7)(C) Enf. Priv. about an impromptu meeting with (b)(6) Privacy, (b)(7)(C) Enf. Priv. asking if there was cause for concern; her status went to “Do Not Disturb,” which I view as unprofessional and indicative of deliberate avoidance. Having accepted a new job, I do not seek reinstatement but aim to prevent similar treatment of other minority employees. I request an investigation into EGLE’s employment records, meeting logs, and financial records to substantiate claims of racial bias and financial misconduct under Title VI and EPA funding policies. Please contact me at (b)(6) Privacy, (b)(7)(C) Enf. Priv. to coordinate with my ongoing MDCR case.

Thank you for addressing this matter.

Sincerely,

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