

From: (b) (6) Privacy, (b) (7)(C) Enf. Pr
To: [ECRD Complaints](#)
Subject: (b) (6) Privacy, (b) (7)(C) Enf. Nondiscrimination Grievance Procedure Directive
Date: Wednesday, February 11, 2026 1:55:36 PM
Attachments: (b) (6) Privacy, (b) (7)(C) Enf. Privacy

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February 11, 2026

U.S. Environmental Protection Agency
Office of External Civil Rights Mail Code 2310A
1200 Pennsylvania Ave, NW
Washington, D.C. 20460

To Whom It May Concern:

I am submitting this letter in response to a telephone complaint on November 6, 2025. I wish to formally report ongoing discrimination and unfair treatment in my position as an (b) (6) Privacy, (b) (7)(C) Enf. Privacy for the (b) (6) Privacy, (b) (7)(C) Enf. Privacy. I believe that I have been subjected to unfair treatment and discrimination by my supervisor, (b) (6) Privacy, (b) (7)(C) Enf. Privacy. These incidents given below have negatively affected my overall well-being, work environment and professional development.

List of the Incident(s):

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Denial of Promotional Opportunities

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Since my employment began in 2018, I have not been offered promotion opportunities, challenging assignments, inclusion in training, speaking engagements, merit increases, or acknowledgement of requisition applications. During the COVID-9 pandemic, my work was reviewed by an external supervisor, who identified discriminatory behaviors by my current supervisor, (b) (6) Privacy, (b) (7)(C) Enf. Privacy. I notified the (b) (6) Privacy, (b) (7)(C) Enf. Privacy representative, which led to a consultation meeting in Fall 2022. This meeting addressed inconsistencies in promotion, work-life balance, health concerns, performance evaluations, and promotion eligibility. The outcome was a promotion to (b) (6) Privacy, (b) (7)(C) Enf. Privacy however, no further advancement has occurred despite multiple requests, all denied due to budgetary constraints. In past four years, five new employees have joined the Division and left.

During the consultation period, I applied for an (b) (6) Privacy, (b) (7)(C) Enf. Privacy position but received no response. The position was later filled by a colleague. External governmental personnel

also concluded this outcome was discriminatory. (b) (6) Privacy, (b) (7)(C) Enf. Privacy representatives advised notifying Human resources, but no resolution was provided. This letter in accordance with (b) (6) Privacy, (b) (7)(C) Enf. Privacy, serves as a formal attempt to report these incidents.

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Depletion of Annual Leave

The illness and the unexpected death of my (b) (6) Privacy, (b) (7)(C) Enf. Privacy have resulted in total responsibility of the well-being and care of our child. After the return-to-work order of 2021, I utilized both my sick and annual leave in tandem to provide care for him. Eventually when he could no longer complete basic daily tasks he relocated. Before this time, he and I would share the responsibility of transporting (b) (6) Privacy, (b) (7)(C) Enf. Privacy to and from school. I spoke to my supervisor regarding this matter. The outcome of our discussion was not to utilize the flexible schedule granted to other employees but to utilize both my sick and annual leave daily to accommodate for my (b) (6) Privacy, (b) (7)(C) needs. After the complete liquidation of both my sick and annual leave, my (b) (6) Privacy, (b) (7)(C) Enf. Privacy became ill. During my period of illness, I was forced to enter the work environment daily, for three weeks, with an ongoing illness. I provided an email correspondence to (b) (6) Privacy, (b) (7)(C) Enf. Privacy informing her of this incident. As a result, she communicated to correspond with (b) (6) Privacy, (b) (7)(C) E the Human Resource representative for the (b) (6) Privacy, (b) (7)(C) Enf. Privacy. There was no resolution provided, thus for approximately three weeks I performed my job duties responsibilities while being very ill. Prior to this incident I have acquired health ailments due to the taxing and exasperating demands force on me during the process of the depletion of my sick and annual leave.

Damage to Personal Property

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On January 25, 2023, my vehicle was damaged(while parked at work) by a neglected tree on the property during a thunderstorm. The incident was reported internally and to my supervisor, but I received no compensation or assistance. Repairs were completed one month later, and no flexible schedule was provided to accommodate for he repairs or during the repair process despite my depleted leave.

Previous Attempts to Resolve

I have reported these incidents through the appropriate channels, including union representatives and Human Resources, but have not received any resolution or meaningful response.

Requested Resolution

In summary, I respectfully request a formal investigation into these incidents and a review of departmental policies regarding promotion, leave and property damage compensation. I am seeking fair treatment, appropriate remedies for the issues described, and assurance that such incidents will not occur.

Thank you for your attention to this matter.

Sincerely,

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

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

Sent: Friday, February 6, 2026 1:57 PM

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

Subject: (b) (6) Privacy, (b) (7)(C) Nondiscrimination Grievance Procedure Directive

Good afternoon :

As a follow up to the telephone conversation made on November 6, 2025, I have attached from (b) (6) Privacy, (b) (7)(C) Enf. Privacy & letter of explanation.

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