OFFICE OF CIVIL RIGHTS AND ADJUDICATION
WASHINGTON, D.C. 20460

March 18, 2026

Tamra S. Schweiberger, Director
U.S. Equal Employment Opportunity Commission
501 East Polk Street, Suite 1000
Tampa, FL 33602
via email: tamra.schweiberger@eeoc.gov

RE: Rejection and Referral of EPA Complaint No. 18-26-R4

Dear Director Schweiberger:

The U.S. Environmental Protection Agency (EPA), Office of Civil Rights and Adjudication (OCRA), External Civil Rights Division (ECRD) received an external civil rights complaint against the Florida Department of Environmental Protection (DEP) on February 11, 2026. The complaint raises allegations of discrimination by DEP on the basis of race through employment discrimination by denial of promotional opportunities, depletion of annual and sick leave, and damage to her personal property.

ECRD must reject this complaint because the complaint does not allege a discriminatory act, that if true, violates 40 C.F.R. Part 7. Furthermore, ECRD's employment jurisdiction is limited to alleged discrimination in any program or activity whose purpose is to create employment; or, by means of employment discrimination, deny intended beneficiaries the benefits of EPA assistance, or subject the beneficiaries to prohibited discrimination. *See* 40 C.F.R. 7.35(a)(6).

However, the U.S. Equal Employment Opportunity Commission (EEOC) may have jurisdiction over the alleged claims. Therefore, ECRD is referring this complaint to the EEOC Tampa Field Office.

If you have any questions, please contact Case Manager Al Sweeney by email at sweeney.alfred@epa.gov.

Sincerely,

JuanCarlos Hunt

JuanCarlos M. Hunt, Director
U.S. EPA, Office of Civil Rights and Adjudication

Enclosures: Administrative Complaint and Recipient Rejection Letter

cc: Jeaneanne Gettle, Deputy Regional Administrator/Deputy Civil Rights Official
Suzanne Rubini, Acting Regional Counsel
U.S. EPA, Region 4