



OFFICE OF CIVIL RIGHTS AND ADJUDICATION

WASHINGTON, D.C. 20460

April 30, 2026

Tom Hall, President
Dublin Construction Company, Inc.
P.O. Box 870
Dublin, GA 31040
via email: thall@dcc1945.com

RE: Rejection of EPA Complaint No. 05-26-R4

Dear President Hall:

As you are aware, the U.S. Environmental Protection Agency (EPA), Office of Civil Rights and Adjudication (OCRA), External Civil Rights Division (ECRD) received the above-referenced complaint against Dublin Construction Company, Inc. (Dublin Construction Co.).

The complaint raises allegations of discrimination by Dublin Construction Co. on the basis of race by allegedly failing to promptly address an ongoing diesel fuel spill on property owned by Dublin Construction Co. and leased to Dublin City School District for school buses. The fuel spill allegedly resulted in the injury of bus lot employees and posed a danger to the drinking water table/creek of an adjoining, majority Black neighborhood due to the delayed and inadequate cleanup of the spill.¹

This letter serves to notify you that ECRD is rejecting the complaint.

Pursuant to EPA's nondiscrimination regulation, ECRD must conduct a preliminary jurisdictional review of administrative complaints to determine whether to accept, reject, or refer it to an appropriate federal agency. *See* 40 C.F.R. § 7.120(d)(1). To be accepted for investigation, a complaint must meet the jurisdictional requirements described in EPA's nondiscrimination regulation.

First, the complainant must submit a complaint in writing. *See* 40 C.F.R. § 7.120(b)(1). Second, the entity that the complainant identifies as allegedly engaging in discrimination must be an applicant for, or recipient of, EPA financial assistance. *See* 40 C.F.R. § 7.15.

¹ On page 3 of the complaint, Complainant alleges that the Black and White employees were affected by the diesel fuel spill. On page 5 of the complaint, Complainant alleges that he and the Black employees were disproportionately affected by the injuries due to the diesel fuel spill.

Third, the complainant must describe an alleged discriminatory act that, if true, may violate EPA's nondiscrimination regulation. *See* 40 C.F.R. § 7.120(b)(1). An alleged discriminatory act is one based on race, color, national origin, sex, age, or disability. Fourth, a complainant must file the complaint within 180 days of the alleged discriminatory act. *See* 7.120(b)(2).

After careful consideration, ECRD must reject this complaint because Dublin Construction Co. is not a recipient of EPA financial assistance.

Finally, EPA's nondiscrimination regulation prohibits applicants, recipients, and other persons from intimidating, threatening, coercing, or engaging in other discriminatory conduct against anyone because they have acted or participated in an action to secure rights protected by the civil rights requirements EPA enforces. *See* 40 C.F.R. § 7.100. Any individual that opines a recipient has engaged in such misconduct can file a complaint with EPA.

If you have any questions, please contact Case Manager Trameka Caldwell by email at Caldwell.Trameka@epa.gov.

Sincerely,

A handwritten signature in black ink that reads "Juan Carlos Hunt". The signature is written in a cursive style and is enclosed within a thin black rectangular border.

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

cc: Kristy Eubanks, Deputy Regional Administrator/Deputy Civil Rights Official
Suzanne Rubini, Regional Counsel
U.S. EPA, Region 4