



# Directory Office of Civil Rights

EPA

A

105

86

001

0

0

0

0



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
Washington, D.C. 20460

OFFICE OF  
CIVIL RIGHTS

MEMORANDUM

NOV 18 1986

SUBJECT: Civil Rights Personnel Directory  
FROM: Nathaniel Scurry, Director *N. Scurry*  
Office of Civil Rights (A-105)  
TO: Agency Personnel Involved in Civil Rights Activities

The Office of Civil Rights is pleased to publish the attached updated Directory. You will note that this Directory contains the names of 270 employees.

This Directory provides a description of the structure and program involvement of the Office of Civil Rights, and ~~includes names, telephone numbers of all personnel involved~~ in agency civil rights activities.

Because you are involved in civil rights duties, and are listed as such in the Directory, I wanted to be sure that you received your personal copy. I hope this Directory will be useful in locating other agency personnel involved in similar work.

If you have any questions or comments about the Directory, please call Nereid Maxey of my staff. Ms. Maxey may be contacted at FTS 382-4567.





UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
Washington, D.C. 20460

OCT 1 1986

OFFICE OF  
CIVIL RIGHTS

MEMORANDUM

11# 330825-64

SUBJECT: Civil Rights Personnel Directory

FROM: Nathaniel Scurry, Director, *N.A. Scurry*  
Office of Civil Rights (A-105)

TO: Executives, Managers and Supervisors

The Office of Civil Rights is pleased to publish the attached updated Directory identifying key agency personnel who have civil rights duties and responsibilities.

As you know, the Environmental Protection Agency has an aggressive civil rights policy. This commitment is reflected in the over 270 employees who are involved in these activities either on a full time or collateral duty basis. We believe you will find the Directory useful.

This Directory outlines the organizational structure and provides a description of the major program areas within the Office of Civil Rights. It also includes names, telephone numbers and civil rights subject areas of all personnel involved in civil rights activities at Headquarters, Regional Offices and Laboratories.

Because our supply is limited, we ask that you make your employees aware of this Directory so that they may have access to it as needs arise. Please feel free to make additional copies if you wish to make it available to each of your employees.

Attachment



## Contents

- REF  
EPA  
A
- 105  
86  
001
- 1 Civil Rights Policy and Commitment
  - 3 Organization Structure
  - 3 Program Descriptions:
    - 3 Office of Civil Rights
    - 3 Discrimination Complaints Programs (Internal)
    - 3 Equal Employment Opportunity Counselors
    - 3 External Compliance Programs
    - 3 Program Evaluation and Field Operations Staff
    - 3 Related Headquarters Offices
  - 4 Immediate Office:
    - 4 Discrimination Complaints Programs (Internal)
    - 4 External Compliance Programs
    - 4 Program Evaluation and Field Operations Staff
    - 4 Related Headquarters Offices
    - 4 Headquarters Special Emphasis Program Managers
    - 4 Headquarters EEO Counselors
  - 5 Las Vegas Laboratories
  - 6 Cincinnati Laboratories
  - 6 Research Triangle Park Laboratories
  - 7 Region 1 (Boston)
  - 7 Region 2 (New York)
  - 7 Region 3 (Philadelphia)
  - 7 Region 4 (Atlanta)
  - 7 Region 5 (Chicago)
  - 8 Region 6 (Dallas)
  - 8 Region 7 (Kansas City)
  - 8 Region 8 (Denver)
  - 8 Region 9 (San Francisco)
  - 8 Region 10 (Seattle)
  - 9 Policy Statement on Sexual Harassment
  - 10 EEO Complaint Process Chart

## Memorandum

April 18, 1985

TO: All EPA Employees

SUBJECT: EPA's Civil Rights Policy and Commitment

It is the policy of the Environmental Protection Agency to create and maintain a work environment which is free from discrimination. As Administrator of the Agency, it is also my policy to provide equal opportunity in hiring new employees and equal access to all programs which promote professional development of qualified employees. This policy is based on Federal law and on sound human development principles. In addition, it is my firm belief that a fully representative workforce will enhance the Agency's ability to address the concerns of the public it serves.

In keeping with this policy, I will be personally involved in monitoring Agency progress in meeting our Civil Rights objectives and our statutory responsibilities. I am especially concerned that our EPA managers and supervisors assume an active role in assuring success in four major areas of commitment:

**1. Hiring** - The Agency's Affirmative Action Plan sets forth our commitment to expand recruitment efforts to reach and encourage more women and minorities to join EPA's highly qualified staff. The primary focus of our recruitment strategy is to improve the representation of women and minorities in the professional and technical ranks of the Agency's workforce.

**2. Professional Development** - We are committed to developing the human and professional potential of all our employees. We will make every reasonable effort to bring about changes in the Agency's current employment profile which shows relatively few female, minority and handicapped employees holding positions at the higher grade levels. We have revitalized the Upward Mobility program. The Office of Human Resources Management is taking the lead in developing strategies to ensure that all qualified employees are aware of and have access to available training to acquire the skills they need to advance in their careers. These and other efforts are aimed at maximizing the contribution that each employee is capable of making to this agency.

**3. Training for Supervisors and Managers** - The success of our Civil Rights program depends on the contributions of all of us, but it is the explicit responsibility of all EPA managers and supervisors to execute the Agency's policy within their organizational units. During this fiscal year, we will offer appropriate training to all managers and supervisors to clearly define their Civil Rights responsibilities and assist them in carrying out their charge.

**4. Enforcement of External Compliance Program** - We now have in place Agency procedures for ensuring that recipients of EPA grants adhere to Federal guidelines prohibiting unlawful practices of discrimination. We are committed to strict enforcement of these nondiscrimination standards and will withhold grant funds from those who do not comply.

I am especially pleased with the recent progress that has been made in our Civil Rights Programs and the positive direction in which we are now moving. However, I want to be sure that we continue to build on these accomplishments and not lose the momentum. With your cooperation, I am confident that we can meet these challenges.

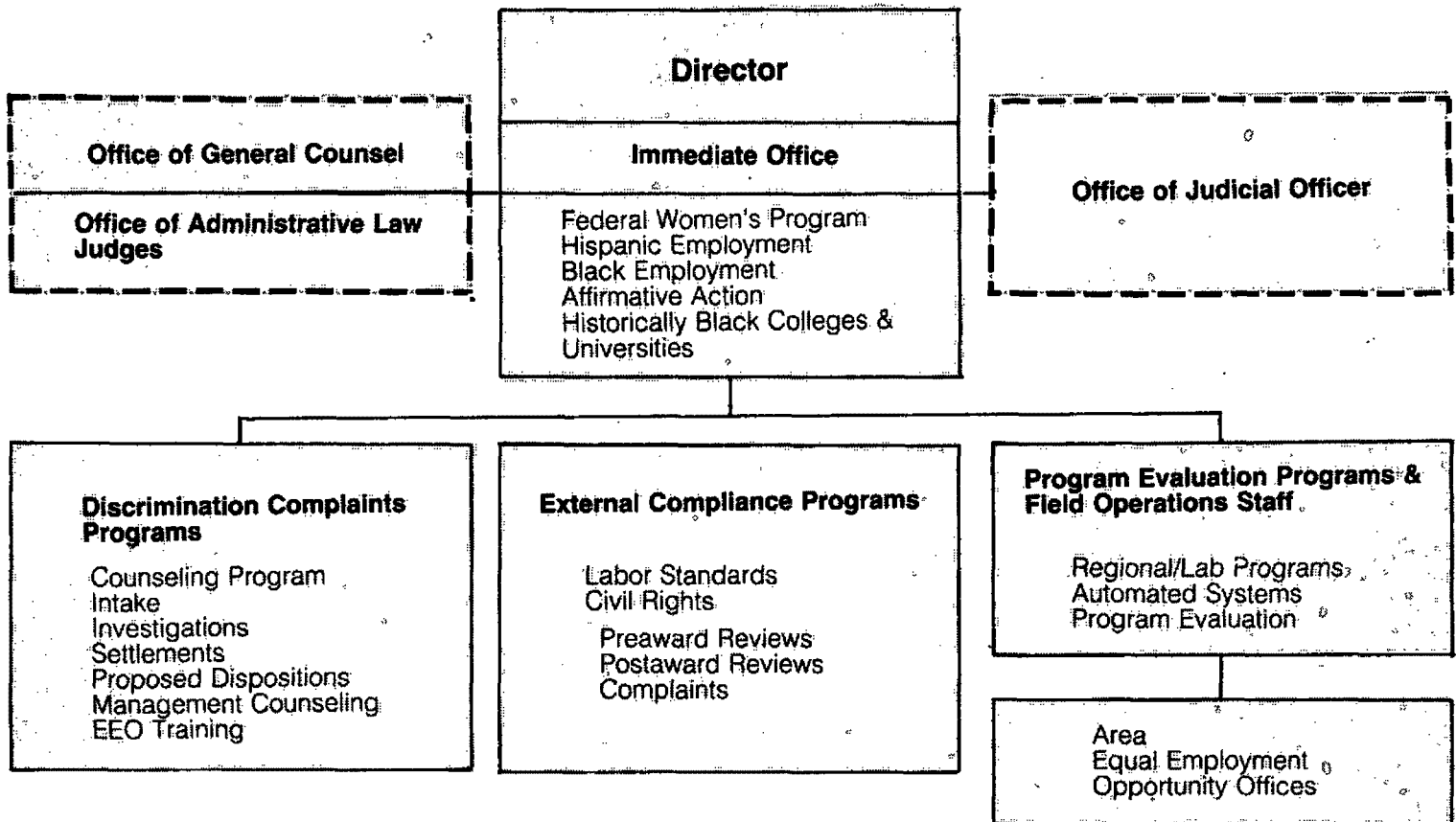
Lee M. Thomas

US EPA Headquarters Library  
401 M St., SW (8404)  
Washington, DC 20460

SEP 11 1985



## Organization Structure



## Program Description

### Office of Civil Rights

The Office of Civil Rights is responsible for the enforcement of nondiscrimination laws on the bases of race, color, national origin, sex, age and handicap as they affect EPA employees, applicants for employment, and recipients of EPA financial assistance.

#### Discrimination Complaints Programs (Internal)

Processes and investigates discrimination complaints filed by EPA employees and applicants for employment, negotiates settlements and writes proposed dispositions, and provides outreach training to managers and employees. Administers the EEO counseling program.

#### Equal Employment Opportunity Counselors

EEO Counselors are the first step in initiating a discrimination complaint. All employees having EEO complaints must first receive EEO counseling. Counselors, acting as neutral third parties, attempt to resolve issues as required before the employee may file a formal complaint.

### External Compliance Programs

A. Civil Rights - Sets policy for and oversees EPA's implementation of civil rights laws applicable to EPA grantees which variously prohibit discrimination on the basis of race, color, national origin, sex, handicap and age.

B. Labor Standards — Establishes procedures to implement Department of Labor requirements and policy regarding various labor standards legislation applicable to EPA and EPA-assisted contractors and makes initial assessments of liquidated damages under the Contract Work Hours and Safety Standards Act (CWHSSA).

#### Program Evaluation and Field Operations Staff

Serves as the focal point and primary resource within the Office of Civil Rights for ensuring the involvement of EPA's field activities in all aspects of the Agency's Civil Rights Programs; coordination and implementation of OCR programs within the laboratories; and development and maintenance of systems for tracking and evaluating accomplishments of program objectives and compliance with established policies.

### Related Headquarters Offices

Office of Administrative Law Judges - authorized to issue proposed dispositions in EEO complaint cases when referred by the Office of Civil Rights.

Office of the Judicial Officer - issues final agency decisions in EEO complaint cases; issues decisions on appeals involving labor standards cases.

Office of General Counsel - represents agency in EEO complaint hearings before the Equal Employment Opportunity Commission and provides liaison with the Department of Justice. Provides general legal assistance as required by the Office of Civil Rights.

Name	Phone No.
------	-----------

## Immediate Office

Nathaniel Scurry Director	382-4575
------------------------------	----------

Andrew M. Strojny Acting Director/Legal Advisor	382-4581
--	----------

Jean Lightfoot Special Assistant to the Director for Policy Development and Coordination	382-4578
---	----------

Cecelia (Cece) Scott National Federal Women's Program Manager, National Affirmative Action Program Manager, Women in Science & Engineering (WISE), Secretarial Advisory Committee (SAC), Upward Mobility Program	382-4563
---	----------

Jim Maes National Hispanic Program Manager, National Black Employment Program Manager, Historically Black Colleges & Universities, Recruitment	382-4569
---	----------

Nereid Maxey Coordinator, Headquarters Special Emphasis Programs	382-4567
---	----------

Gail McLeese Office Manager/Secretary	382-4575
--	----------

Joan Graham Secretary to Special Emphasis Programs	382-4578
---	----------

La Verne Jones Clerical Support to Special Assistant	382-4575
---	----------

Angie Gorham Clerical	382-4575
--------------------------	----------

## Discrimination Complaints Programs (Internal)

Suzanne Olive Assistant Director, Discrimination Complaints Programs	382-4518
---	----------

John Santos Equal Employment Opportunity Specialist; technical guidance, informal adjustments of complaints and proposed dispositions, investigations and training.	382-4574
--	----------

Betty Harderman Equal Employment Opportunity Specialist; acceptance/rejection letters, case tracking, informal adjustments and proposed dispositions, investigations, issues compliance orders.	382-4564
--	----------

Carmen Johnson Secretary, travel arrangements for investigators.	382-4586
---	----------

## External Compliance Programs

Andrew M. Strojny Associate Director, External Compliance Programs	382-4581
---	----------

Gil Florence Desk Officer for Regions 1, 4, 5, 8, 9, 10 and Headquarters, labor standards, technical assistance.	382-4568
---	----------

Name	Phone No.
------	-----------

Nereid Maxey Desk Officer for Regions 2, 3, 6, 7, Cincinnati, RTP and Las Vegas Labs, labor standards, EPA Federally Conducted Handicap (504) regulation, investigations, technical assistance.	382-4567
--	----------

Wanda Garrett Clerical, travel for ECP.	382-4581
--	----------

## Program Evaluation and Field Operations Staff

Dwight Doxey Assistant Director, Program Evaluation and Field Operations	382-5669
---	----------

Joan Graham Secretary	382-4578
--------------------------	----------

**Las Vegas Laboratories**  
Environmental Monitoring and Systems Laboratory, P.O. Box 15027, Las Vegas, Nevada 89114

Pat McKenzie Area Director/EEO Officer. EEO matters, all Special Emphasis Programs, Affirmative Action Plan, complaints, EEO Counselors, External Compliance, Program Evaluations, Investigations.	545-2512
---	----------

Nel Kaufman Assistant Area Director/ EEO Officer, Hispanic Employment Program, Black Employment Program, investigations, Affirmative Action Plan, Program Evaluations.	545-2512
---	----------

Nancy Porter Handicap Program Coordinator	545-2512
--	----------

Lori Echelberger Clerical	545-2512
------------------------------	----------

**Cincinnati Laboratories**  
Andrew W. Breidenbach Environmental Research Center, 26 W. St. Clair Street, Cincinnati, Ohio 45268 William

Vacant Area Director/EEO Officer. EEO matters, all Special Emphasis Programs, Affirmative Action Plan, complaints, EEO Counselors, External Compliance, Program Evaluations, Investigations.	684-7941
---	----------

Edna Beasley Secretary/EEO Assistant, Federal Women's Program Advisory Committee, Administrative functions.	684-7941
--	----------

**Research Triangle Park (RTP) Laboratories**  
U.S. Environmental Protection Agency, Research Triangle Park, NC 27711

Dianne Laws (MD-25) Area Director/EEO Officer, EEO matters, all Special Emphasis Programs, Affirmative Action Plan, complaints, EEO Counselors, External Compliance, Program Evaluations, Investigations.	629-4249
--	----------

Mary Akinkuotu (MD-25) Equal Employment Opportunity Specialist, Federal Women's Program Advisor, EEO Counselors, Program Evaluation, Affirmative Action Planning.	629-5101
--	----------

Name	Phone No.
------	-----------

Shirley Williams (MD-25) Clerical Support	629-4200
--	----------

## Related Headquarters Offices

Gerald Harwood Chief Administrative Law Judge; issues proposed dispositions in EEO complaint cases when referred by OCR	382-4860
--	----------

Louise D. Jacobs Judicial Officer; issues final agency decisions on EEO complaints; issues decisions on appeals of labor standards cases	382-5605
---	----------

Andrew Moran Office of General Counsel; represents EPA in EEO complaint hearings; provides liaison with Department of Justice; provides general legal assistance to OCR	382-4550
--	----------

## Headquarters Special Emphasis Program Managers

Sherri Sheppard Co-Manager - Headquarters Federal Women's Program	557-5725
--	----------

Shirley Lucas Co-Manager - Headquarters Federal Women's Program	382-7676
--	----------

Janice Hill Co-Manager - Headquarters Federal Women's Program	382-3168
--	----------

Linda Brewer Headquarters Hispanic Employment Program Manager	382-7647
--	----------

Art Ray Headquarters Black Employment Program Manager	382-3112
--	----------

Vickie Bailey Chair - Headquarters Federal Womens Program Committee	382-5000
--	----------

Carrie Pope Chair - Headquarters SAC	382-4880
---	----------

Yvonne Weber Chair - Headquarters WISE	475-8789
---	----------

Rita Jensen Handicap Program Manager	382-3141
---	----------

Prudence Goforth Counselor for Handicapped Employees	382-2040
---	----------

## Headquarters EEO Counselors

### Mall

Alter, John 3910 WSM (PM-224)	382-3311
----------------------------------	----------

Ashton, Earl 2108 WSM (ANR-458)	475-8386
------------------------------------	----------

Name	Phone No.
<b>Hay, Joyce</b> S-306-L WSM (WH-562-A)	382-4527
<b>Garrow, Pamela</b> S-365 WSM (WH-527)	475-8112
<b>Maples, Allen</b> S-251 WSM (WH-548-D)	382-2461
<b>Melley, Mary Lou</b> 3910 WSM (PM-224)	475-8834
<b>Smagin, Steve</b> S-385-D WSM (WH-548-D)	382-2462
<b>Washington, Linda</b> 3225 WSM (PM-216)	382-5284
<b>Wills, Augusta</b> 2115 WSM (A-104)	382-4386
<b>Kelly, Janson</b> 3304 WSM (PM-215)	382-3041
<b>Gillisple, Doris</b> 3100 WSM (RD-689)	382-7344
<b>Rivers, Joyce</b> S-364 WSM (WH-527)	382-4823
<b>West Tower</b>	
<b>Coleman, Shirley</b> 619 WSMW (RD-674)	382-7462
<b>Koontz, Judith</b> 1003 WSMW (PM-221)	382-4034
<b>Lovelace, Jane</b> 802 WSMW (A-106)	382-7394
<b>Preston, Walter</b> 645 WSMW (RD-675)	382-7445
<b>Mickles, Clara</b> 1135 WSMW (A-100EA)	475-8200
<b>East Tower</b>	
<b>DeSantis, Joseph</b> 507 WSME (TS-794)	382-3849
<b>Duncan, Sandra</b> 1211 WSME (WH-546)	382-5817
<b>Graham, Larry</b> 1117 WSME (WH-550)	382-7593
<b>Stigall, Edward</b> 909-B WSME (WH-552)	382-7124
<b>Crystal City</b>	
<b>Duffy, Spencer</b> 728 CM2 (TS-791C)	557-7421
<b>Farmer, Arvella</b> 719 CM2 (TS-767C)	557-7400
<b>Fairchild Building</b>	
<b>Holley, John</b> 3rd Floor (EN-397F)	382-2637

Name	Phone No.
<b>Las Vegas Laboratories</b>	
<b>Environmental Monitoring Systems Laboratory</b> P.O. Box 15027, Las Vegas, Nevada 89114	
<b>Marianne Carpenter</b> EEO Coordinator	545-2168
<b>Fran Papes (AMW)</b> Co-Federal Women's Program Manager	545-2368
<b>Rayanne Key</b> Co-Federal Women's Program Manager	545-2453
<b>Tani Trujillo (NRD)</b> Co-Hispanic Employment Program Manager	545-2305
<b>Herb Maunu (NRO)</b> Co-Hispanic Employment Program Manager	545-2360
<b>Kerr Environmental Research Laboratory</b> P.O. Box 1198, Ada, Oklahoma 74820	
<b>Dee Hutchings</b> EEO Coordinator, Handicap Program	743-2227
<b>Chursey Fountain</b> Federal Women's Program Manager	743-2231
<b>Harold Keeler</b> Hispanic Employment Program Manager	743-2212
<b>EEO Counselors:</b>	
<b>Robert Smith</b> (Class Action)	743-2248
<b>Bert Bledsoe</b>	743-2324
<b>Environmental Research Laboratory</b> College Station Road, Athens, Georgia 30613	
<b>Haley D. Haley</b> EEO Coordinator	250-3127
<b>Brenda Kitchens</b> Federal Women's Program Manager	250-3525
<b>Haley D. Haley</b> Hispanic Employment Program Manager, Black Employment Program Manager	250-3127
<b>EEO Counselor:</b>	
<b>Robert Ryans</b>	250-3306
<b>Jackie Benner</b>	250-2249
<b>Environmental Research Laboratory</b> 200 S.W. 35 St., Corvallis, Oregon 97330	
<b>Grady Neely</b> EEO Coordinator, Hispanic Employment Program Manager, Black Employment Program Manager	420-4684
<b>Claudia Wise</b> Co-Federal Women's Program Manager	420-4764
<b>Norma Case</b> Co-Federal Women's Program Manager	420-4605

Name	Phone No.
<b>EEO Counselors:</b>	
<b>Karen Randolph</b>	420-4637
<b>Clarence Callahan</b>	420-4735
<b>National Enforcement Investigation Center</b> Bldg. 53, Box 25227, Denver, Colorado 80225	
<b>Ken Fischer</b> EEO Coordinator	776-5111
<b>Kaye Maas</b> Federal Women's Program Manager	776-7970
<b>Ken Fischer</b> Hispanic Employment Program Manager	776-5111
<b>Cheryl Stevenson</b> Black Employment Program Manager	776-5114
<b>EEO Counselors:</b>	
<b>Richard Ida</b>	776-5139
<b>Nancy Garcia</b>	776-5122
<b>Environmental Research Laboratory</b> 6201 Congdon Blvd., Duluth, Minnesota 55804	
<b>Evelyn Hunt</b> EEO Coordinator	780-5586
<b>Judith Rudman</b> Federal Women's Program Manager, Hispanic Employment Program Manager	780-9701
<b>Evelyn Hunt</b> Black Employment Program Manager	780-5586
<b>EEO Counselors:</b>	
<b>Chuck Walbridge</b> Class Action	780-5569
<b>Reinhardt Kaufman</b>	780-5535
<b>Roger Hermanutz</b> Monticello Ecological Research Station	787-3332
<b>Virginia Shannon</b> Large Lakes Research Station	226-7811
<b>Environmental Research Laboratory</b> Sabine Island, Gulf Breeze, Florida 32561	
<b>Betty Jackson</b> EEO Coordinator	686-9011
<b>Connie Shoemaker</b> Federal Women's Program Manager	686-9011
<b>Emile Lores</b> Hispanic Employment Program Manager	686-9011
<b>Eddie Matthews</b> Black Employment Program Manager	686-9011
<b>EEO Counselors:</b>	
<b>Geraldine Cripe</b> Class Action	686-9011
<b>Eddie Matthews</b>	686-9011

Name	Phone No.
Telora Ervin (AMS) Black Employment Program Manager	545-2260
Linda Lund (OPM-G)	545-2558
Eugene Easterly (QAD)	545-2108
<b>Environmental Research Laboratory</b> South Ferry Rd., Narragansett, Rhode Island 02882	
Walt Galloway EEO Coordinator, Hispanic Employment Program Manager. Black Employment Program Manager.	838-5087
Dianne Black Federal Women's Program Manager	838-5087
John Brezinski Handicap Program Coordinator	838-5087
<b>EEO Counselors:</b>	
Bruce Reynolds	838-5087
Lucy Lassiter	838-5087
<b>Newport Counselors:</b>	
Faith Cole	503/867-4043
Bill Schroeder	503/867-3011
<b>Cincinnati Laboratories</b>	
<b>Andrew W. Breidenbach</b> <b>Environmental Research Center</b> 26 W. St. Clair St., Cincinnati, Ohio 45269	
Ed Fitzmaurice Regional Counsel - Civil Rights	684-7917
Jacqueline Patterson Federal Women's Program Manager	684-7574
Maria Littlefield Chair - Secretarial Advisory Committee	684-7913
Teresa Firestone Hispanic Employment Program Manager	684-7301
Thelma B. Johnson Black Employment Program Manager	684-7212
Tom Clark Equal Employment Opportunity Council	684-7301
Robert Schneider Handicapped Program Coordinator	684-7807

Name	Phone No.
<b>EEO Counselors:</b>	
Lofton McMillan Chief Counselor	684-7441
John Martin	684-7758
Janet Blannon	684-7204
Ernest Robinson	684-8350
David Fieler	684-7906
Kerney Rutland	684-7259
Morris Gales	684-7338
Robert Schneider	684-7807
Thomas Southerland	684-7761
<b>Motor Vehicle Emissions Laboratory/OA&amp;R</b> 2565 Plymouth Rd., Ann Arbor, Michigan 48105	
Rebecca Kanner Special Emphasis Program Manager/ Federal Women's Program Manager	374-8361
<b>EEO Counselors:</b>	
Richard Lawrence Chief Counselor	374-8361
Judy Carmickle	374-8440
Robert L. Jones	374-8382
Lottie A. Parker	374-8391
Joan L. Wilfong	374-8439
Tracy Bradish	374-8239

### Research Triangle Park Laboratories

#### U.S. Environmental Protection Agency

Research Triangle Park, North Carolina 27711

Linda Porter (MD-77B) Federal Women's Program Manager	629-2365
Shirley Bowens (MD-29) Handicap Program Coordinator	629-4381

Name	Phone No.
Jerry Yarn (MD-15) Black Employment Program Manager	629-5665
<b>EEO Counselors:</b>	
John Jefferies (MD-33)	629-2808
Andrea Kelsey (MD-14)	629-5582
Ralph Larsen (MD-80)	629-4564
Frances Bradow (MD-52)	629-3797
Roosevelt Rollins (MD-77A)	629-3835
Richard Atherton (MD-12)	629-5655
Charles Darwin (MD-54)	629-7633
Margaret Mickelson (MD-70)	629-2479
<b>Eastern Environmental Radiation Facility</b> 1890 Federal Drive, Montgomery, Alabama 36109	
Herbert Reed EEO Liaison	534-7615
James Moore EEO Counselor	534-7615

Name	Phone No.
------	-----------

### U.S. EPA Region 1

John F. Kennedy Federal Building Boston, MA 02203

**Paul G. Keough** 835-3402  
Regional Director of Civil Rights

**George Coblyn** 835-3397  
EEO Officer

**James Owen** 835-3322  
Regional Counsel, Civil Rights

**Connie D. Griffin** 835-3741  
Federal Women's Program Manager

**Robert Jackson** 835-4830  
Black Employment Program Manager

**Peter Holmes** 835-3332  
Hispanic Employment Program Manager

**Ruth Ricker** 835-3593  
Handicap Program Manager

#### EEO Counselors:

**Evelyn Sullivan** 835-3424

**Gerald Potamis** 835-3519

**James Holloway** 835-3368

**Jonathan Walter** 223-1959

**Marie Holman** 835-3545

**Linda Ujifusa** 835-3443

### U.S. EPA Region 2

26 Federal Plaza New York, NY 10278

**Herbert Barrack** 264-2520  
Regional Director of Civil Rights

**Carmen Negrón** 264-1709  
EEO Officer, Affirmative Action Plan, External Compliance Program

**Marla Rubin** 264-9885  
Regional Counsel, Civil Rights

**Meyer Scolnick** 264-9885  
Regional Counsel, Civil Rights

#### Vacant

Special Emphasis Program Manager: Federal Women's Program

**Patricia Carr** 264-2525  
Co-Chair, Secretarial Advisory Committee

**Rose Wilson** 340-6756  
Co-Chair, Secretarial Advisory Committee

**Maria Pavlova** 264-1918  
Chair, WISE

**Pedro Modesto** 264-8948  
Hispanic Employment Program Manager

**Michael Davis** 264-8687  
Black Employment Program Manager

Name	Phone No.
------	-----------

#### EEO Counselors:

**Randy Stein** 264-8157

**Pamela Tames** 264-9212

**JoAnn Velez** 264-9863

**Larry Bernsen** 340-6764-Edison Lab

### U.S. EPA Region 3

841 Chestnut Street Philadelphia, PA 19107

**William T. Wisniewski** 597-3654  
Regional Director of Civil Rights

**Laura Pelzer** 597-3601  
EEO Officer, Special Emphasis Programs, Acting Black Employment Program Manager

**Renee Sarajian** 597-9477  
Regional Counsel, Civil Rights

**Alan Hollis** 597-9876  
External Compliance Programs

**Romona McQueen** 597-3634  
Federal Women's Program Manager, Hispanic Employment Program Manager

**Patricia Crouse** 597-9815  
Chair - Secretarial Advisory Committee

**Diane Pelullo** 597-4008  
Handicap Program Manager

#### EEO Counselors:

**Vernon Butler** 597-9858

**Gilda Coker** 597-6861

**Daniel Ryan** 597-9337

**Patricia McGovern** 597-2671

**Esther Steinberg** 597-8683

**Charles Jones** 597-8173

**Central Regional Laboratory,**  
839 Bestgate Road, Annapolis, Maryland 21401

#### EEO Counselors:

**Lynne Bailey** 922-1049

**Tangie Brown** 922-3752

**George Houghton** 922-3752

Name	Phone No.
------	-----------

### U.S. EPA Region 4

845 Courtland Street, N.E. Atlanta, GA 30365

**Joseph Franzmathes** 257-3476  
Regional Director of Civil Rights

**Vivian Jones** 257-7900  
EEO Officer, External Compliance Program

**Bob Greene** 257-2335  
Regional Counsel, Civil Rights

**Marcia Glenn** 257-3506  
Black Employment Program Manager

**Kittybelle Rivera** 257-3506  
Hispanic Employment Program Manager

**Thomas Harmuth** 257-2140  
Handicap Program Coordinator

#### EEO Counselors:

**Michael Carter** 250-3117 (Athens)

**Rosemary Patton** 257-3116

**Sheila Cook** 257-4101

**Priscilla Oliver** 257-7428

**Sheppard Moore** 257-7901

**Suzanne Potter** 257-3222

**Rafael Santamaria** 257-2005

### U.S. EPA Region 5

230 South Dearborn Street Chicago, IL 60604

**Robert Springer** 353-2024  
Regional Director of Civil Rights

**Bernice Espy** 886-3446  
Acting EEO Officer, External Compliance Programs

**Patricia L. Winfrey** 886-7947  
Regional Counsel, Civil Rights

**Robert Richardson** 353-2190  
External Compliance Programs Officer, Water Division

**Valerie Jones** 886-6594  
Federal Women's Program Manager

**Fayola Wright** 886-4437  
Acting Black Employment Program Manager

**Anne Alonzo** 886-6729  
Hispanic Employment Program Manager

**Seth D. Dibblee** 886-9294  
Handicap Program Manager

**Zetta Thomas** 886-4555  
Chair, Federal Women's Program

**Lenore Rayburn** 353-1222  
President, Secretarial Advisory Committee

**Julia Barrow** 886-6074  
Chair, WISE

Name	Phone No.
------	-----------

**EEO Counselors:**

Ann Brash	886-1476
Rizalino Castonares	886-6047
Phyllis Reed	886-5220
Goldie Seals	353-1429
Thelma Codina	886-6209
Allen Adcock	886-0203
Oliver Warnsley	886-7478
Marion Young	886-6878
Sudhir Desai	353-9637

**U.S. EPA Region 6**

1201 Elm Street Dallas, TX 75270

John Floeter 729-2700  
Regional Director of Civil Rights

Ellen Cooper 729-9952  
EEO Officer, External Compliance Programs,  
Affirmative Action Plan, Special Emphasis  
Program Manager

Harless Benthul 729-2760  
Regional Counsel, Civil Rights

Miles Schultz 729-2760  
Regional Counsel, Civil Rights

Ann Zimmerman 729-9935  
Federal Women's Program Manager

Charles Faultry 729-9777  
Black Employment Program Manager

Carlos Castillo 729-2267  
Hispanic Employment Program Manager

Jerva Durham 729-2600  
Chair, Secretarial Advisory Committee

Dana Sungaard 729-2712  
Handicap Program Manager

**EEO Counselors:**

Marilyn Owen	729-2652
Lynda Carroll	729-2791
Tom Reich	729-9971
Rosemary Henderson	729-6656
Amadee Finley	729-9937

**U.S. EPA Region 7**

726 Minnesota Avenue Kansas City, Kansas  
66101

Susan C. Gordon 757-2819  
Regional Director of Civil Rights

Name	Phone No.
------	-----------

Joseph Solis 757-2819  
EEO Officer, External Compliance Programs,  
Affirmative Action Plan, Handicap Program  
Acting Hispanic Employment Program,  
Manager, Acting Black Employment Program  
Manager

Kent Johnson 757-2808  
Regional Counsel, Civil Rights

Barbara Pierce 757-2834  
Federal Women's Program Manager

Kathleen Montalte 757-2800  
Chair, Secretarial Advisory Committee

**EEO Counselors:**

Myrtle Anderson	757-2828
Karin Capron	757-3881
Mary McGhee	757-2817
Emajo Mayberry	757-2825

**U.S. EPA Region 8**

999 - 18th Street Denver, CO 80202-2413

Kerrigan Clough 564-1609  
Regional Director of Civil Rights

Bobby Hodges 564-1612  
EEO Officer, External Compliance Programs

David Schachterle 564-1460  
Regional Counsel, Civil Rights

Janet LaCombe 564-1710  
Federal Women's Program Manager

Deborah Norwood 564-4831  
Black Employment Program Manager

Maurice Velasquez 564-3961  
Hispanic Employment Program Manager

Mary Rogers 564-1710  
Handicap Program Manager

Beverly Goodsell 564-1603  
Chair, Secretarial Advisory Committee

**EEO Counselors:**

Pauline Afshar	564-1632
CeCe Forget	564-1584
Margaret Collins	564-1656
Judith Wong	564-1518
Carolyn Horton	564-1720
Joseph Sarcone	564-1428

Name	Phone No.
------	-----------

**U.S. EPA Region 9**

215 Fremont Street San Francisco, CA 94105

Charles W. Murray, Jr. 454-8024  
Regional Director of Civil Rights

Don De La Cerna 454-8020  
EEO Officer, External Compliance Programs,  
Acting Black Employment Program Manager,  
Acting Hispanic Employment Program Manager

Charles Eckerman 454-0259  
Regional Counsel, Civil Rights

Janet Fraser 454-7454  
Federal Women's Program Manager

Mark Hemry 454-8016  
Handicap Program Manager

Cynthia McCormick 454-7054  
Chair, Secretarial Advisory Committee

**EEO Counselors:**

Sharon Johnson	454-8155
Jan Palumbo	454-8193

**U.S. EPA Region 10**

1200 Sixth Avenue Seattle, WA 98101

Nora McGee 399-1233  
Regional Director of Civil Rights

John Jones 399-2961  
EEO Officer, External Compliance Program

Jeanne Pascal 399-1073  
Regional Counsel, Civil Rights

Victoria Plata 399-8579  
Equal Employment Opportunity Specialist,  
Affirmative Action and Special Emphasis  
Programs

Ann Williamson 399-8633  
Federal Women's Program Manager

Delores White 399-0483  
Black Employment Program Manager

Ray Nye 399-4226  
Hispanic Employment Program Manager

Ann Dunn 399-1220  
Chair, Secretarial Advisory Committee

Wendy Andersen 399-2956  
Handicap Program Manager

**EEO Counselors:**

Valerie Badon	399-1141
Chuck Shenk	399-8574
Rene Fuentes	399-1599
Joan Shafer	399-4903

Sexual Harassment Counselor

# Policy Statement on Prohibition of Sexual Harassment Environmental Protection Agency

Employees of the Environmental Protection Agency have a grave responsibility under the Federal code of conduct and ethics for maintaining high standards of honesty, integrity, impartiality and conduct to assure proper performance of the Government's business and maintenance of the confidence of the American people. Any employee conduct which violates this code cannot be condoned. Sexual harassment is unacceptable conduct in the workplace and will not be tolerated at EPA.

Sexual harassment is a form of misconduct which undermines the integrity of the employment relationship. All employees must be allowed to work in an environment free from unsolicited and unwelcome sexual overtures. Sexual harassment debilitates morale and interferes with the work productivity of its victims and co-workers.

Sexual harassment is a prohibited personnel practice when it results in discrimination for or against an employee on the basis of conduct not related to work performance, such as taking or refusing to take a personnel action, including promotion of employees who submit to sexual advances or refusal to promote employees who resist or protest sexual overtures. Specifically, sexual harassment is deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome.

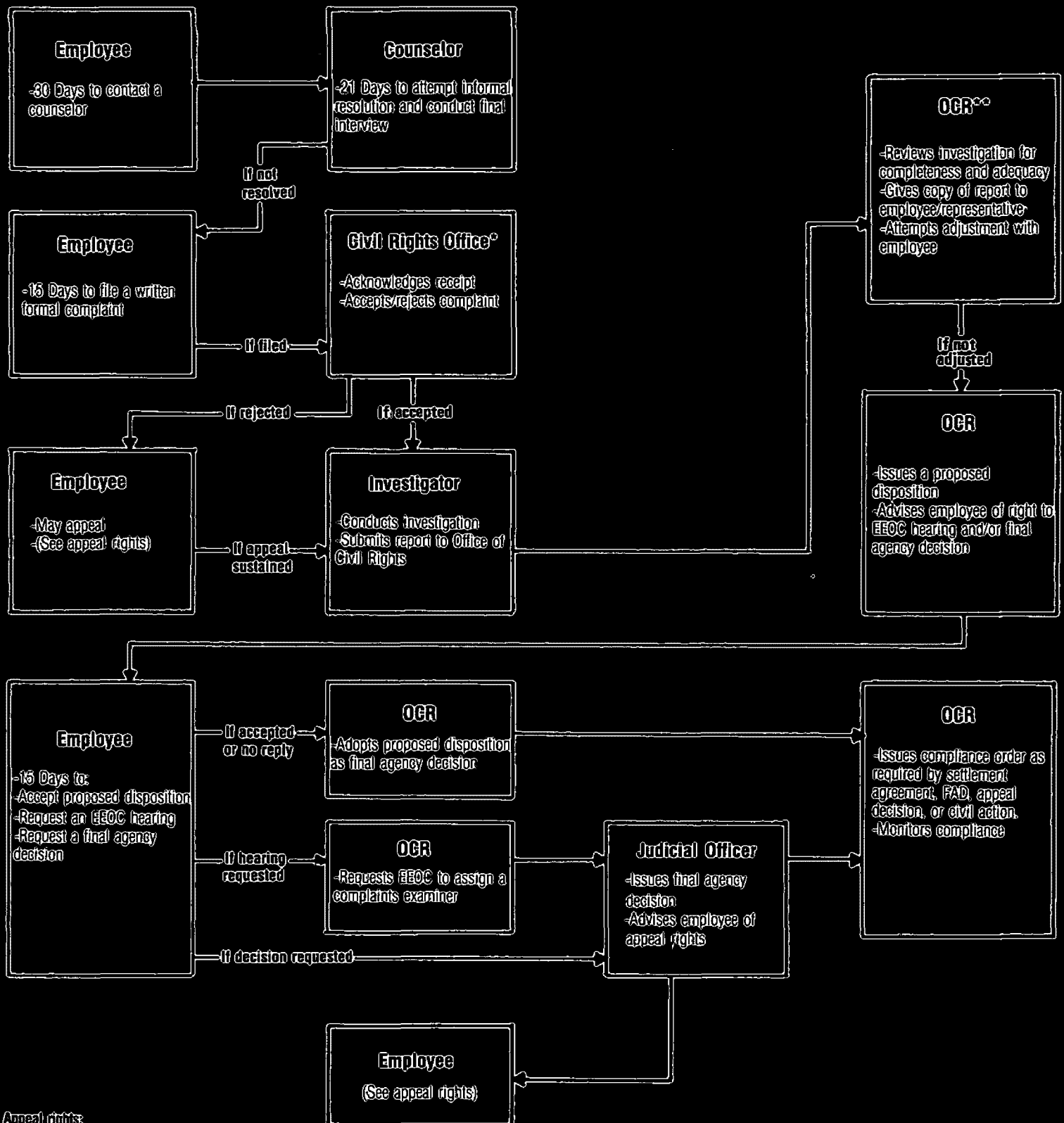
A supervisor who uses implicit or explicit coercive sexual behavior to control, influence, or affect the career, salary, or job of an employee is engaging in sexual harassment. Similarly, an employee who behaves in this manner in the process of conducting agency business is engaging in sexual harassment. Finally, any employee who participates in deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature which are unwelcome and interfere with work productivity is also engaging in sexual harassment.

Our Personnel management must be free from such prohibited personnel practices and consistent with merit system principles, as outlined in the provisions of the Civil Service Reform Act of 1978. All EPA employees should avoid conduct which undermines these merit principles. At the same time, it is not the intent of the Agency to regulate the social interaction or relationships freely entered into by EPA employees.

Any employee who feels victimized by sexual harassment should contact the Office of Civil Rights to learn of the confidential counseling services and legal resources available within the Agency.

Lee M. Thomas  
August 16, 1985

# Equal Employment Opportunity Complaint Process



## Appeal rights:

- 20 days to appeal decision to EEOC
- The 30 days to appeal EEOC decision to Federal District Court (except age)
- Employee may file a civil action in U.S. District Court if final action on his/her complaint is not taken by agency within 180 days of filing or if final action is not taken on an appeal to the Office of Review and Appeals within 180 days

\*Regional EEO Officer acknowledges receipt and forwards complaint to headquarters OCR.

\*\*Office of Administrative Law Judges authorized to adjust cases and issue proposed dispositions.