

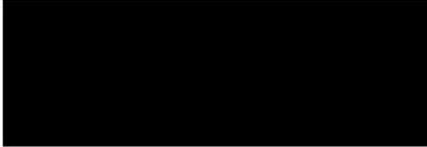


U.S. Department
of Transportation
**Federal Highway
Administration**

JUN 13 2018

1200 New Jersey Avenue, SE.
Washington, DC 20590

In Reply Refer To: HCR-20
DOT# 2017-0381



Subject: Dismissal of Complaint DOT# 2017-0381

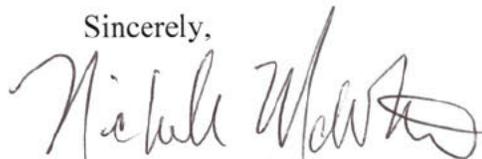
Dear ,

This letter is to inform you that the Federal Highway Administration's (FHWA) Office of Civil Rights has determined that it will dismiss the above complaint, which alleged violations of Title VI of the Civil Rights Act of 1964 (Title VI) and USDOT's implementation regulations at 49 C.F.R. Part 21 and/or 23 C.F.R. Part 200. To be accepted for investigation, a complaint must meet the jurisdictional requirements described in FHWA's Investigations Manual, which conforms to the U.S. Department of Justice's procedures and standards for investigating complaints of discrimination. First, the complaint must be in writing. Second, it must describe an alleged discriminatory act that, if true, would fall under FHWA's jurisdiction and potentially violate FHWA's nondiscrimination regulations. Finally, it must be filed within 180 calendar days of the alleged discriminatory act.

After careful consideration, the FHWA has concluded it must dismiss this complaint. Your complaint alleges the Oklahoma Department of Transportation (ODOT) discriminated against you on the basis of race, because ODOT staff were critical of your work product as a contract attorney working for ODOT. However, the allegations and facts in your complaint do not meet the minimum criteria from which FHWA could establish a case of disparate treatment under Title VI. For these reasons, this complaint will be dismissed by FHWA and closed with no further action.

If you have any questions, please contact Nichole McWhorter at (202) 366-1396.

Sincerely,



Nichole McWhorter
Title VI Team Leader

cc: Basharat Siddiqi, Division Administrator, FHWA OK Division Office
Louisa Ward, Assistant Division Administrator, FHWA OK Division Office
Steve Duskin, Civil Rights Specialist, FHWA OK Division Office
Jim Esselman, Senior Attorney-Advisor, FHWA's Office of Chief Counsel
Yvette Rivera, Associate Director, Equal Employment Opportunity Programs Division,
Departmental Office of Civil Rights
Kevin Resler, National Title VI Program Coordinator, FHWA Office of Civil Rights