



State of Utah

GARY R. HERBERT
Governor

GREG BELL
Lieutenant Governor

Department of
Workforce Services

JON S. PIERPONT
Executive Director

CASEY R. ERICKSON
Deputy Director

GEOFFREY T. LANDWARD
Acting Deputy Director

February 21, 2013

Ms. XXXXX XXXXX
XXXX X XX XX
Cedar City, UT 84720

Dear Ms. XXXXXXXX:

This letter serves as **Notice of Final Action** regarding the complaint of discrimination you filed against the Utah Department of Workforce Services' (DWS) staff, Ms. XXX XXX, and Ms. XXXX XXXX of the Cedar City Employment Center. Your complaint states your food stamps and financial case have been closed repeatedly because of a disagreement you had with a man who is friends with XXXX. The man reportedly told you he was friends with XXXXX, and would contact her, and ensure that your "life was made a living hell." He also reportedly went on to state, "XXXXX hates blacks (racial slur used) too." You believe your case closures were a result of his relationship with XXXXX, and your race.

An investigation was conducted, which included interviews with XXXXX, XXXX, the "friend", and you. Your case record and policy relating to the programs and services you receive from the department were also reviewed. Additionally, I listened to some voice messages you left for XXXXX during the months of April and May, and reviewed the Decision of the Administrative Law Judge regarding your Fair Hearing of June 20, 2012.

The following is a summary of the findings of this investigation:

- Policies and procedures were followed and applied appropriately in processing and maintaining your case.
- There is no evidence to support that the man is personally affiliated with staff at the DWS Employment Center
- There is no evidence to support that your race was known by your employment counselor or her supervisor, previous to your call and voice message in late May wherein you stated you believed your case was closed because you were black.

Based on these areas of review, your complaint of discrimination was not substantiated.

Should you disagree with this determination, you may file a complaint with the U. S. Department of Labor Civil Rights Center. Your complaint must be in writing, and must be filed within 30 days of the date of this Notice of Final Action.

The address for the Civil Rights Center is as follows:

The Director, Civil Rights Center
U.S. Department of Labor

200 Constitution Ave. NW
Room N-4123
Washington, DC 20210

If you have questions about this notice, please feel free to contact me.

Sincerely,

Carolyn Parsons
Equal Opportunity Officer

c: Jon Pierpont
Geoffrey Landward
Casey Erickson
Suzan Pixton
James Whitaker
Jan Thompson
David Laycock