



State of Utah

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Lieutenant Governor

Department of
Workforce Services

JON S. PIERPONT
Executive Director

CASEY R. CAMERON
Deputy Director

GREG PARAS
Deputy Director

August 1, 2016

Ms. XXXXX XXXXXXXX
Email: XXXXX@yahoo.com

Dear Ms. XXXX XXXX:

This letter serves as **Notice of Final Action** regarding the complaint of discrimination you filed against the Utah Department of Workforce Services (DWS), and specifically against a department investigator, XX. XXXX XXXXXXXX. Your complaint alleged you were discriminated against because of your race (Hispanic) and gender (female). You also said you were subjected to arrogant and intimidating treatment. Your complaint was accepted based on race and sex discrimination.

I mailed a **Notice of Receipt and Acceptance** to your address listed on the complaint (and in your case record); however, it was returned as "Forwarding has expired." I called your phone number, and left messages on three occasions, with no returned call. My intent was to explain the discrimination complaint process and provide you with some options for resolution, as well as offer you the opportunity to provide any additional information you might have regarding the complaint.

I met with XXXXXXXX and shared your allegations. XXXXXXXX recalled the visit to your home, but stated the following occurred:

"As we, myself and another DWS employee (an individual who was job shadowing) approached the fence, she was walking out of the door of her home, rushed through the gate, and stopped briefly between the two of us. I stated my name, position, and the reason we were there. I asked her if the father of her children was living in the home. She was defensive and agitated and asked why I was asking all the questions of her, right out in the open like that. She then pushed her way past us and hurried toward her car. At that point I informed her if she refused to cooperate, her case would be closed. She closed her car door and began a phone conversation."

When asked if he treated you any differently than he would any other customer, he stated that he is always professional and direct, just as he was with you, but never rude. He treats everyone with respect and considers that his job is to help customers understand program requirements, and potentially clear any misinformation that could close their case or delay benefits, but that you did not allow him the opportunity to complete the investigation.

I also spoke with the individual who accompanied Lyle that day. He provided virtually the same information, noting only that his recollection was you were in fact the person who was rude during the short conversation. He also said there were no neighbors or others around your home during the conversation to “over hear” any of the questions XXXXX asked of you, that you reported made you uncomfortable.

Based on the information gathered from the investigator and the other employee, and lacking any further input from you, your allegations of discrimination could not be substantiated.

If you disagree with this **Final Action**, you may file a complaint with the Director of the U.S. Department of Labor Civil Rights Center. The complaint must be filed in writing; within 30 days of the date of this **Notice of Final Action**, addressed 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**, you may contact me.

Sincerely,

Carolyn Parsons
Equal Opportunity Officer

c: Jon Pierpont
Greg Paras
Casey Cameron
Kathy Bounous
Suzan Pixton
Bart Olsen
Karla Aguirre
Dale Ownby
Matthew Larsen
Gordon Snow