

FROM: [REDACTED]  
TO: [public.comments.regulatoryreview@EEOC.GOV](mailto:public.comments.regulatoryreview@EEOC.GOV)  
SUBJECT: Approachable Investigators  
DATE: 1/8/2012 12:07:20 AM

Investigators should be more accessible during the review process. I recently had a case dismissed where I strongly believed my case met the requirements of discrimination during the intake process. Since filing, My former employer made an adverse action against me after I filed charges of discrimination, I later made an appointment to file charges of retaliation. After several months I tried unsuccessfully to get in contact with my assigned investigator through emails, and messages, and never got a response. I also supplied important facts about my case that was supportable but not followed up on. I have played this charade for nine months only to have my case dismissed in addition I was told I never even filed a retaliation charge. Frustrated and disappointed I talked with a supervisor who told me the investigators each has over 300 cases. How can someone have faith in the system when the investigator is interested in closing case after case because of the backlog that he or she has instead of looking at the individual merits that supports a particular case. I understand the law narrows down the definition of discrimination, but retaliation shows direct evidence of wrongdoing by an employer. As a member of a protected class I have every right to file charges of discrimination If I felt I had been discriminated against. Dealing with discrimination itself is enough to deal with and the people who file shouldn't have to bear the burden when the investigators are not approachable.

[REDACTED]

FROM: [REDACTED]  
TO: public.comments.regulatoryreview@EEOC.GOV  
DATE: 2/20/2012 10:14:11 PM

Dear Sir/Madam

I, as many American's live day to day without hope of a better life. We only exist. Our mistakes made in the past are never forgiven. Please place a limit on how far back criminal background searches may go. Someone who stole once twenty years ago is many times not the same person who is applying for employment today.

[REDACTED]

FROM: [REDACTED]  
TO: public.comments.regulatoryreview@EEOC.GOV  
SUBJECT: Commission Meeting  
DATE: 7/12/2012 4:53:52 PM

Bernadette B. Wilson  
Acting Executive Officer  
Equal Employment Opportunity Commission  
131 M. Street, N.E  
Washington, D.C. 20507

Re: Public Input Into the Development of the Strategic Enforcement Plan  
July 18, 2012 Commission Meeting

Dear Acting Executive Officer Wilson,

I appreciate the opportunity to comment on the Equal Employment Opportunity Commissions Strategic Enforcement Plan for Fiscal Years 2012-2016. I am a former EEOC Investigator. I am also the appellant in [REDACTED] v. Jaqueline A. Berrien, Chair, Equal Employment Opportunity Commission. Appeal No. [REDACTED] and Agency No. [REDACTED]. On [REDACTED], the EEOC issued an Order to remedy discrimination in violation of the Rehab Act. The violations occurred while I was employed in the [REDACTED] District Office under the leadership of Director, [REDACTED].

Now, more than 400 days later the EEOC has yet to enforce the Order. This timeframe exceeds all pulished EEOC guidelines as well as Annual Reports on the Federal Workforce published by the Office of Federal Operations. While in my opinion my experience as a former EEOC employee who has been discriminated against dictates I am not included in the vision of the Strategic Plan, I welcome knowing the Strategic Plan "establishes a framework for achieving the EEOC's mission to stop and remedy unlawful employment discrimination, so that the nation might soon realize the Commission's vision of justice and equality in the workplace." Hopefully, others in my situation will fare better than I have.

Sincerely,

[REDACTED]

FROM: [REDACTED]  
TO: public.comments.regulatoryreview@EEOC.GOV  
CC: [REDACTED]  
SUBJECT: My opinion of the federal sector EEO process  
DATE: 9/19/2012 2:28:47 PM

Dear Sir or Madam: I would like to give my opinion of the federal sector EEO process.

1. Claimants are pressured to submit documents, motions, etc. all under timelines. EEO judges are not subject to any timelines when the hearing has been held and the only thing left to do is for the judge to make a decision. My first EEO case, I waited over 6 to 8 months to get a decision on my case, only to get a decision where the judge did not make mention to any of the evidence that I had submitted for my case that showed a pattern of a hostile work environment, disparate treatment, retaliatory acts, etc. that I had been subjected to just for having filed the EEO complaint. In my opinion, my case was biased by this EEO judge who did not want to take the time at the hearing to get testimony from all of the individuals I had listed for my case. This judge biased my case by not investigating all of my evidence for the proof of the ALJ's abuse of me, abuse of power, discrimination of me because of my sex, etc. and for the Mgmt of this office that let this judge do these things to me. I gave this judge news articles of where this judge finally got noticed by the Wall Street Journal and [REDACTED] News for having a 98% favorable decision rating. In my evidence, I told the judge that the Mgmt of this office gave this judge full rein and let him do as he pleased because he gave Mgmt as many decisions as they needed to meet their monthly quota so that they could, in turn, receive their nice huge monetary awards. This judge was allowed to treat me, as one of his schedulers, any way he pleased, because Mgmt would not get him mad to where he would not give them the amount of decisions on a monthly basis that they needed to meet their goals.

Because the EEO judges are not held to timelines like the complainants are, they can take as long as they please to make a decision on a case. Complainants wait for years just to get a hearing held on their cases-they don't need to wait years more for a judge who will not make a timely decision on their case.

2. The EEOC relies too heavily upon the federal agencies to do thorough investigations of EEO cases before they get to go to EEO offices for hearings. I don't know about the other federal agencies, but the [REDACTED] agency is biased and discriminatory and will not do a thorough investigation of a claimant's EEO claim before it goes to the EEOC for a hearing. I requested the ROI Investigator to do research as to the bias, discrimination, and retaliation of me in regards to the PACS evaluations/awards in our office and the ROI Investigator did not do this. I have found the ROI Investigators to be biased because they are paid by the [REDACTED] to do investigations of EEO claims. These investigators are not going to lose their jobs and their paychecks. They are not going to hurt the hand that feeds them. When the ROI Investigators do not give an unbiased, well-investigated approach to these EEOC cases, the claimant (victim) is always the one that loses. The people who did the discrimination are the ones that continue to get to work for the federal government, continue to hold well-paying jobs, continue to discriminate against other employees, etc.

3. The EEOC is discriminatory towards claimants with disabilities. I am OCD, have MDD, GAD, Panic Attacks, fibromyalgia, osteoarthritis, IBS, IC, etc. and I need extra time to get things

submitted for the EEOC process. I sent through a request to the judge in my current EEO Case asking to be given extensions of time to submit my documents and I was denied by my judge to do this. I can only work on my case as my health permits, as I can get time at lunch time and after work time because I work on my case at work. Since the discrimination occurred at work, I believe this is a work-related matter and that I should be able to work on my case at work; however, the Mgmt at my office knows all about my disabilities and does not permit me to get any extra duty time to work on it, so I am left with coming in on my non-work day (Friday), lunch hours and from 5 to 6 PM each workday evening. I cannot afford a lawyer and I can only do what I can do.

4. If I did the discrimination, I would be fired from federal employment on the spot. When Mgmt or an ALJ does the discriminating, the process takes years and usually the case gets denied and the victim gets their work life, their good name, their character, etc. ruined forever within the federal government work realm. The EEOC should be able to immediately sanction Mgmt and ALJs when discrimination has been found without having to wait years to get any sort of relief.

FROM: [REDACTED]  
TO: public.comments.regulatoryreview@EEOC.GOV  
SUBJECT: Web site portal electronic filing system  
DATE: 11/14/2012 12:28:35 PM

How do I find out more information about the EEOC's Web site portal  
electronic filing system?

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FROM: [REDACTED]

TO: public.comments.regulatoryreview@EEOC.GOV

SUBJECT: Settlements where the plaintiff is mentally disabled. (employee / employer).

DATE: 1/24/2013 5:13:22 PM

I myself had to represent myself in a lawsuit in 2001.

Through out the suit I claimed mental disability, requesting representation. I never got it. Just before the settlement hearing my employer discriminated again and terminated me. Remember I am mentally disabled! Also deathly sick with bronchitis if I had not been so sick; my thought was to ask the judge to order me back to work! But being so I'll was not able to work at that time. I could not figure out what to do? When I went to work I entered into a marriage and had planed to retire from that company. I had given them 110% My plan was to start at the bottom and work my way into a maintenance job and I had worked so hard for; although mentally disabled I finished high school at 21 then went on to earn an electronics degree. I feel that I have been robbed and I have fallen into the cracks and forgotten. Oprah to God that we can revisit this old case finding it unfair because I should have been afforded representation. The Kentucky employment office even said I had been discriminated against. When I went to work it was in good faith that I would live a better life and not end up in poverty. I just want the job back and to be made whole!

FROM: [REDACTED]  
TO: public.comments.regulatoryreview@EEOC.GOV  
SUBJECT: After Identity Stolen Disabled Senior Citizen Fights Back:  
DATE: 2/25/2013 11:35:57 AM

[REDACTED]

After Identity Stolen Disabled Senior Citizen Fights Back:

Sirs:

For the past five months my wife and my lives have been put through pure HELL. I am now trying to raise the monies necessary to try and bring this matter to court. Now I have been informed by the [REDACTED] Police Department that, due from pressures from higher-ups, no charges will be laid against the person who illegally used my Social Insurance Number. Upon investigation I was able to discover that the [REDACTED] office did not want this to go to open court where their screw-ups would become public records. In trying to get this matter into the court system I want to try and prevent other senior citizens from having to go through what my wife and I have been through.

Just where would the average citizen stand when trying to get similar messes cleared up when trying to deal with the [REDACTED] and [REDACTED]???? How would they deal with the constant and malicious mistreatment that they would face when dealing with these agencies??? Just who would be able to assist them in trying to get justice from government departments who act as if they are above the law?????? The answer is that they would get screwed!!!!!! This is what I am trying to prevent by forcing the federal government to change their rules of engagement so/as the average citizen will have a means of getting their disputes arbitrated by an independent panel with the authority to overrule the decisions of these government departments.

I have been able to talk with three different law firms who showed interest in taking on this case all stating that it has merit and would be a good test case if taken to court. The only trouble with this is the costs involved in doing so. I was quoted different figures by these firms and the costs were outrageous and way beyond my meager means thus I am trying to raise the funding necessary.

I am, through this writing, attempting to raise the monies necessary so/as to proceed in this quest. If you, or your department or firm, feels that this is an honorable venture then please assist me in my quest.

Sincerely Yours

[REDACTED]

A chronicle of events leading up to this venture:

After I had my Identity Stolen and my Social Insurance Number compromised, I am being held responsible for the financial ramifications inflicted by the [REDACTED] Office. Because of this action my wife and I, being unable to pay our bills due to the losses inflicted through this action by the [REDACTED] and the numerous [REDACTED] that this action reflected on, have been forced into bankruptcy.

When I discovered that my identity had been compromised in/as someone had been using my Social Insurance Number when they were working in numerous restaurants I did not imagine the length that I would have to go through to get this matter cleared up... This act led to the [REDACTED] department adding the earnings that were contained on the bogus T4Slips onto my tax return. This should have been a simple matter to correct but little did I realize the extent that the [REDACTED] department was willing to go to try and cover up their mistakes (The name on the T4 slips were different than mine and the only thing that was mine on the T4Slips was my SIN). For the past three months I have been trying to get the [REDACTED] Office to overturn their audit of my taxes. I tried to point out that the numerous people who had entered the data; who has assessed my return and those who had audited my taxes had failed to notice that they had entered data without checking the names and relative data that the T4 slips contained.

Numerous times I tried to have the [REDACTED] department overturn their audit but I was met with deaf ears. In Canada our disability pensions are directly tied to our Social Insurance Number and with the audit of my taxes the different pension boards were notified that I had been working and earning monies thus in direct violation of my pension.

I tried to notify the different [REDACTED] that [REDACTED] had made a drastic mistake and that the data that they had entered was not mine but this was met with deaf ears. I tried to contact [REDACTED] so/as they could notify the different [REDACTED] that they had made a drastic mistake but this also was met with deaf ears.

My wife and I were put through pure hell not knowing if we ever were going to get our only means of support, our pensions, straightened out. I was, due to the mix-up that [REDACTED] had made through their inability to see that the names on the numerous T4 slips did not match those on record. Being chastised by the different [REDACTED] constantly and continually accused of defrauding the different pensions by working when I was disabled and having the [REDACTED] department attempting to whitewash their stupidity in not being able to see that the information that was contained on the bogus T4 slips did not match the information contained in my file has put a constant strain on our lives.

This being a criminal offence made it imperative that the mess was cleared up but the [REDACTED] was more interested in covering up their mistake rather than straightening the mess out. Now due to them trying to put the blame onto the citizen I have to pay untold hundreds of dollars in back taxes and penalties. All brought out directly through the [REDACTED] department's inability to discover that the names and other data that the bogus T4 Slips did not match the information on file in my tax returns.

I went over the tax returns for the years in question and found that, using the data that I supplied from my own T4 Slips, that these tax returns were done correctly. IT WAS ONLY AFTER ENTERING THE BOGUS t4 SLIPS (THAT CONTAINED MY SIN BUT A TOTALLY DIFFERENT NAME AND OTHER DATA) THAT THESE NEW FIGURES EMERGED. (When I was trying to figure out the mix-up a next door neighbor, a six year old, asked me how come that some of my papers (T4 Slips) had my name on them but that other ones had someone else's name...something a six year old in grade two readily picked out but the highly educated employees of [REDACTED] couldn't do even with a reassessment and audit of my tax returns).. I guess that those employed by [REDACTED] are not tested on their reading and comprehension levels and are hired and put into their position due directly to their union affiliation!!!!!!!

Because of this mess my wife and I have been left destitute. We are not unable to pay our bills nor can we pay our rent due to the inability of the [REDACTED] department to admit that they screwed up. Numerous people, most of whom are in the government or hold federal positions openly told me that to try and have the [REDACTED] department overturn their decisions after they have been made was impossible. They stated that the taxpayer was considered to be guilty until proven beyond a doubt to be innocent.

As I stated BEFORE...THE [REDACTED] Government enjoys running down other countries for their alleged human rights violations...it is about time that [REDACTED] takes a close look in the mirror and see just how his own government treats its senior citizens and disabled!!!!!!!

The following is a chronicle of events that my wife and have had to endure because of this mess:

Over the past four months my wife and I have been put through pure hell. In October we were informed that our taxes had been reassessed and that two distinct items stood out.

One... That my wife owed close to nine hundred dollars in back taxes (which I immediately paid due to the fact that we did not want to be indebted to the tax department)...And  
Two... That I had not entered a T4 slip when I did my taxes!!!!!!

I immediately called the [REDACTED] department and they informed me that I had failed to enter a T4 slip issued by the [REDACTED]. I, at this time, tried to explain that I had not worked for the past five years in/as I had been put on disability by my doctor. This met deaf ears my being told that taxation had received a T4 slip from the [REDACTED] proving that I had been employed there in 2011.

Getting nowhere with the [REDACTED] department I drove to the address of the [REDACTED] only to find out that they had gone out of business. Haven worked in the food service industry for the past fifty odd years and knowing a lot of people employed in the industry I inquired as to former employees of this establishment. During my quest I found one person who I knew and I approached him and he informed me that he could get access to the employee records for the 2011 employment year.

Later that day he called and informed me that he had found the T4 slip in question. I met him where he showed me a picture of the T4 slip (that he had taken with his cell phone). I was

immediately able to see that the T4 slip in question had my Social Insurance Number on it but it did not contain neither my name nor my address but that of someone totally different. It was very obvious that someone had used my SIN and that the employer had used the said SIN when he did his books and sent in his employee records to taxation.

The next day I called [REDACTED] four times before I could get anyone to listen to me. The first three people calorically did not refuse to answer my questions nor did they try and find the mistakes that were made in the entry of data on my tax account. The fourth person, after I informed him of what I had been able to uncover, put me on hold for what seemed to be an eternity. When he returned to the phone he asked numerous questions to assure him that I was who I claimed to be. He, once he was satisfied with my identification, then informed me that the same T4 slip on file with [REDACTED] contained the same data that I had relayed to him. At this time he stated that he was going to put my taxation case in for investigation and that I was to call taxation the nest day.

Later that day, when we received our mail, what we were faced with came as a total surprise. We received numerous letters from different pension boards stating that our pensions and the cost of living supplements were being changed. I immediately called the different pension boards and received the same message from each of them...that they had received an updated report on our income from the tax department which showed that I had not reported income and that our family income had triggered a complete change in our benefits. When I tried to explain that [REDACTED] had made a big mistake on my tax return and had entered a T4 slip that was not mine..Well this information fell on deaf ears. One person went as far as calling me a liar and stated that taxation did not make mistakes.

The next day I called taxation inquiring as to the state of my taxation. They then informed me that ""THEY HAD DISCOVERED A SLIGHT MIXUP IN MY TAXES"" and that this little mix-up would be cleared up. Little did I know that my problems were just starting and just how much work that it would take to get my taxes straightened up. At this time I was told to contact Services Canada and report that my SIN had been violated.

I went to the local Service Canada building and filed a complaint with them outlining that someone had violated my SIN and had utilized it when they worked at the [REDACTED] in 2011. At this time I did not realize just how many other times that this person had utilized my SIN and other identification. At the insistence of Service Canada I went to the local police department and filed a charge outlining that my SIN had been violated and by whom. At this time it was stated that the police had to receive documentation that a crime had been committed and that their hands were tied without this said proof.

Two weeks later I contacted the police in regards to my case and was informed that they had not, at this time, received anything from the tax department regarding my SIN or the case in question. I called [REDACTED] concerning this but got nothing but a complete run around. At first they stated that I had to have my taxes audited and that they would get back to me when this was done. When I questioned them about the data from the T\$ slip being entered on my account with a totally different name and other data being different from what was on file with my tax account I was told that they didn't go by the names on the T4 slips only the SIN that the slip contained.

When I brought up the fact that even though the person entering the data could make such a SNAFU but how did the different people who had audited my taxes and had reassessed same could have not found that the names were different. At this point I realized that [REDACTED] was trying to cover up the fact that they had made a major mistake. Little did I realize at this time just how far that [REDACTED] would go in doing so? I became very evident that, if I wanted to get this mess cleaned up, that I was going to need help. Little did I know just what I was getting into and just how far I had to go to try and get this SNAFU cleared up?

Over the next two months I tried contacting everyone who I could get an address on for assistance but got nowhere. I received numerous contacts each of which wished me luck but stating that they either couldn't get involved (as it was outside their mandate) or advising me to contact different agencies. I tried contacting the different ombudsman's offices but once again got nothing but a runaround. They proved to be of no assistance at all.

It was then that I realized that the average citizen would not stand a chance when dealing with the different [REDACTED] Government Departments. Just where would they turn to try and get such a mess cleared up and who could they turn to????? The answer was very obvious!!!!!!! There was no one. I found out that [REDACTED] lived under their own rules of engagement and that the majority of politicians either did not want to or wouldn't rock the boat in trying to assist a citizen who had their files mishandled. Numerous departments openly stated that, and I will quote. "[REDACTED] LIVES BY ONE RULE. THAT THEY DO NOT MAKE MISTAKES BUT IF THEY DO RESORT TO RULE ONE!!!!" It was also stated that once a person was reassessed and/or audited then this stands and no one could overturn their judgment. That the person who came into their radar was guilty until proven beyond a doubt to be not a t fault.

Seeing this I went on the offensive. I contacted every politician that I could find an E-Mail address on outlining my case. This also met with deaf ears but the newspapers seemed interested. Using every contact that I could get I tried to get some action with this injustice. Even though I could not get any direct actions I soon started to get some positive feedback from very unlikely sources. Utilizing their advice and information I once again went on the attack.

Just before Christmas I started to get some results. [REDACTED] stated that they were ""LOOKING"" into the case and that they were, at last, trying to uncover what had transpired. When I asked the person from [REDACTED] just how a drastic mistake could transpire (The entry of data containing my SIN with totally different data?) he tried to whitewash it stating that they only go by the SIN on the T4 slips. When I tried to rebuff him stating that with a reassessment and audit taking place that those people didn't bother checking that the information that they were using was correct he tried to excuse this by stating that they have to do millions of tax returns per year and do not have the time to check every piece of data that comes into their office. I would think that if they were supposed to be investigating a taxation return that had faulty data then they would be just a little more efficient!!!!

When our pension checks came in we soon found out that taxation had not informed the different pension boards that there was a mix-up on my tax return. I tried contacting the different pension boards to no avail...one person, when I tried to explain what had transpired, told me that if I got off my lazy ass and put as much effort into getting a job rather than trying to cheat on my taxes

then I would not have to worry about paying my bills!!!!!! I once again called [REDACTED] trying to find out just when that the different pension boards were going to be informed that there had been a mistake on my taxes...once again I was met with numerous excuses and a complete whitewashing of the [REDACTED] department.

After New Year's I called the police department and was told that they could not proceed without the required information from the taxation office. They also informed me that they could get nowhere with taxation who had not returned any of their phone calls. I called the different pension boards once again and got the same response. That they had not received any contact from taxation and could not proceed any further without the proper documentation from the tax department. At this point my wife and I had depleted our meager savings and had maxed out our credit cards trying to pay our rent and bills and we could see no way out of this dilemma.

After New Year's I happened to be talking to a friend of mine, a member of the one of the foreign consulates departments, where I informed him of what was transpiring. He could not believe the problems that I was having and his description and statements concerning this travesty hit home. He stated that the [REDACTED] Government is very quick to point out, like the little old ladies sitting in the back of the church pointing out every flaw of those they see trying to make their miserable lives appear superior, the many flaws that different countries have with their treatment of its citizens. He stated that [REDACTED] should take a close look at the treatment that [REDACTED] Citizens have to face when they try and get justice from the different government departments. He went on to state that when [REDACTED] wants to point his boney fingers at those whom he wants to degrade then he should look in the mirror. That [REDACTED] has no place trying to chastise others for their behavior when He allows his own government to treat its seniors and handicapped in the mannerism that I was being treated.

Getting nowhere with my dealings with the [REDACTED] Government I decided to take his advice. Before doing so I sent E-Mail messages to the different MPs outlining what I was advised to do. Little did I realize just what reactions would transpire due to these simple E-Mail messages? Not one of them were answered but the outcome spoke volumes!!!!!!

Two days later, completely out of the blue, I received a phone call from [REDACTED] (Just a week before they stated that to have my case looked into would take months of work) stating that they had discovered numerous violations of my SIN and that they were doing a complete reassessment of my taxes dating back to 2008. I was also informed that I was going to owe untold dollars due to the numerous T4 slips that they found being removed from my tax returns. When I questioned him as to why I had to be penalized due to their mistakes and their inputting of data and their prior reassessment and auditing of my taxes without verifying the data contained on the T4 slips...well his answers did not cut it. To have to pay monies to the [REDACTED] department due to their internal mistakes and blunders????? I guess that [REDACTED] lives by rules of their own making and that the taxpayer is guilty of their mistakes and have to pay for the mistakes and blunders that the [REDACTED] department makes???????WELCOME TO [REDACTED]!!!!!!!

The next day I received phone calls from the different pension boards informing me that our pensions were going to be re-instated (That our Feb. checks would not show the differences but

that any further ones would be for the proper amounts). When we received our pension checks for Feb. 2013 we were in for a very big surprise...both my wife's and my checks were lowered and I was informed that, due to reassessment by [REDACTED], our benefits were being reduced. I, also at the same mail delivery, received notice that I owed [REDACTED] hundreds of dollars in back taxes brought about through the auditing of my account. (I ran the figures and found that I had NOT made any major mistakes on my taxes but that the [REDACTED] department, through entering the bogus T4 slips, had completely fouled up my account. Now I am being held responsible for the numerous mistakes made by our friendly [REDACTED] department!!!!!!!!!!!!!!)

To this date my wife and I have been put through pure hell due to this SNAFU. We have had to endure the turmoil of trying to deal with the different government departments and getting pushed aside at every turn. I have been accused of cheating on my taxes and working while getting a disability pension and defrauding them of my pension monies, we have depleted our savings and have had to max out our credit cards so/as to pay our bills. (For the first time I could not get my wife a Christmas Gift..she stated that she understood but I could see the hurt in her eyes and I could feel the disgust in my heart)...I felt like a complete failure unable to take care of my home not due to anything that I did myself but due directly to the actions of the [REDACTED] Government.

Just where would the average citizen be if they had to face the same BS that I was forced to go through to get this SNAFU brought to a head??????? Just where would they turn and just who would be looking out for their interests?????? And just where would I be if I didn't go to the length that I was forced to go to?????? I think that the answer to these questions has been made extremely obvious giving what has transpired over the past few months.

Now my quest is to have put in place a procedure that protects the citizens of this once great country from being abused in the mannerism that my wife and I have been put through. During this past three months we have been put through pure hell and I, as a [REDACTED], cannot nor will not permit another senior to be victimized in a similar mannerism. If this means having to go to the many foreign embassies' pointing out the travesties that I have had to endure then so be it. As I stated I will not and cannot allow this to transpire to some other citizen.

I have tried talking to different law firms but the costs that they gave are way out of my meager budget. One wanted \$2,000 deposit (retainer) and the other one, the one who has the most experience, wanted \$5,000 both way beyond what I can afford.

I realize that the only way that I can get the laws changed is to take the [REDACTED] department to court but unless I can raise the funds necessary this project will not transpire. My quest now is to try and raise enough monies to fight this case in a civil action.

If you feel that this is a payable exercise and can afford to contribute please do so. Any amount would be greatly appreciated.

Thanking You I Am.  
[REDACTED]

FROM: [REDACTED]  
SUBJECT: Urgent:  
DATE: 3/11/2013 10:41:06 AM

Dear Investigator,

I am having another issue, now.

The EEOC has released one charge that I filed with misquoted information (they misquoted the details of the charge) and a Right-To-Sue Letter but they have removed all of the issues from that charge and they still have not made a determination in the first charge which is composed almost entirely of written proof and evidence in the form of forged documents from my employer, disciplinary actions with invalid dates and content, and emails and complaints to other agencies that ended in my favor.

I really need your urgent assistance. My union and employer have a sweetheart relationship and EEOC is foot dragging my case. I am concerned that these government agencies will not treat me fairly.

When I initially filed the first EEOC Complaint [almost 4 years ago] a woman entered the office when the interviewer left and told me that "she doubts that I'm the only female computer technician" and that I "should be lucky that I have a job". She was trying to talk me out of making this complaint.

I need honest government intervention. These people are corrupt.

Respectfully,

[REDACTED]

Subject:

Please assist me in getting my employer to make me whole for the abuse that I have endured and the funds that I was cheated out of. Please assist me in having my union and the EEOC to handle my cases in a fair, honest, thorough, and timely manner.

Dear Investigator,

My name is [REDACTED]. I am currently working at the [REDACTED]. I have worked there for the past thirteen years. I was twenty-two years of age when I started.

From the beginning, I was harassed by a male employee. Approximately a year or more after I started I made an internal EEO Complaint about it. I allowed myself to be intimidated into dropping the complaint. Shortly, after the EEO Employee, [REDACTED] was mistreated by the company, stripped of her position, transferred to an unsanitary office for pursuing complaints against [REDACTED], our director at the time. Her plight was documented in a [REDACTED] News Paper.

My work environment became hostile for years. In 2008 I filed a union grievance and a Federal EEOC Complaint because it came to my attention that the male employees were secretly receiving overtime. My union Contract states that overtime is to be given in order of seniority. I have more seniority than one of the male employees that was given my share of the overtime. I went through the union grievance process and the [REDACTED] foot dragged through every step of the Union Grievance process, retaliating against me along the way in the form of frivolous, nonprogressive write ups, docked time, slow pay, and an increasingly hostile work environment. I have emails where the Union refused to reply for months, I have emails showing [REDACTED] Human Resources Staff telling my union to drop the arbitration hearing that later ensued.

In 2006, a male manager began harassing me and it escalated to him glaring at me for prolonged periods of time, and writing bad evaluations that were predated and etcetera. I also have evidence of a crime that the [REDACTED] Human Resources Dept committed when the male manager wrote me up for being sick twice in a three month time despite submitting doctors' notes. He sent me a meeting invitation that stated that there were 'New' Time Policies. Then, he attempted to edit that meeting notification to state "Time Use". He advised me both times to bring my union to the meeting. This indicates his intent to discipline me. At the meeting, he wrote me up but never presented the 'New' Time Policy. When I

pressed HR for it they ignored me for weeks; as did Management in my Department. When I finally got the Audit and Compliance Department involved, they order the Human Resources Department to give me a copy of the time policy. What they emailed to me was a forged Time Policy document that violates my medical privacy. It states that after excess of two consecutive sick days must bring doctor's note or certificate..must include prognosis and diagnosis" I reported this matter immediately to the HUD OIG, HR, and the Office of Audit and Compliance. It took months for them to overturn the write ups and bad evaluations. By then I was on FMLA. They even returned the funds to me in a manner that cause me to run out of sick time and be docked.

In addition to all of this I have found [REDACTED] Employees and Managers snooping in me and my family's business after work causing trouble for us and gossiping about our family during the work day. One [REDACTED] Employee, [REDACTED] (a manager who has two relatives working at [REDACTED]) even got my personal information from a volunteer EMT who came to my home without being called and appeared at a court hearing that I attended. I am investigating where our local police officers could be assisting them in this harassment of me and my family after work as I was falsely arrested after a female cop attacked me and an EMT who works for [REDACTED] showed up at the scene without being called. I believe that he violated my privacy by going to work and sharing this information with the female manager that showed up at my court hearing.

Recently, I contacted the Federal EEOC and it came to my attention that they may not be investigating all of the evidence that I provided. So, I made a second EEOC Charge this January, 2013. I included the evidence (evaluations, write ups, forged document by HR to cover up Manager's Harassment, etc.) and new issues of this male manager's extended staring stints and rude and threatening comments that he makes while speaking with someone else (but looking directly at me). I am beginning to feel that because of the clout that [REDACTED] has that my issues are not being investigated and handled in a fair manner. I had to contact AFCME's main office to get the Union to file the applicable Unfair Labor Practices against the [REDACTED]. To date, they have foot dragged my grievance hearings and refused to file the applicable Unfair Labor Practices despite that I still have not been given the back overtime that I am contractually owed.

I would be grateful if the White House Liaison would investigate the handling of my case by my Union and EEOC and make sure that the forged document that I am enclosing with this letter and all of these issues are submitted to the Justice Department for their review.

I should be entitled to work in a respectful and fair work place. [REDACTED] receives federal tax dollars for their operations and that is why I've come to you.

I need the back overtime to be returned to me and my EEOC Cases to be settled in a fair manner, I need assurance that all evidence that I gave to EEOC is investigated, I want Union to file the Unfair Labor Practice (as is appropriate for the situation). I want justice for the way that I was treated for all of these years .

I am enclosing some of the key evidence such as the emails from management, the union, EEOC, and the forged time policy that violates my HIPAA/Medical Privacy. Please feel free to request more evidence as nearly all of it is emails or documents from the [REDACTED], the UNION,HUD, the [REDACTED] board (consisting on one woman), and etc.

Respectfully,

[REDACTED]

FROM: "Derek Rolle" <Derekkrolle@hotmail.com>  
TO: public.comments.regulatoryreview@EEOC.GOV  
SUBJECT: Non-religious/the right work  
DATE: 8/18/2013 9:48:30 AM

The EEOC must make an amendment that will protect non-religious people against discrimination, the simple fact is, they can be prayed upon, because of their religious preference by religious people of authority who see them as a threat, bad person, evil, cursed because they are not religious. And, the agency must take into consideration that the right to work law has given employers all the shelter they need against EEOC action being taken against them. The Law must be modified and retrofitted with armament that closes the loop for wrongful termination, retaliation, unfairness and harassment without just cause, as of now, if there is not collective bargaining an employer in the private sector can terminate and discipline without no reason, and, be cover under the right to work Law.

FROM: [REDACTED]  
TO: public.comments.regulatoryreview@EEOC.GOV  
SUBJECT: Laws  
DATE: 11/5/2013 1:35:42 PM

I can not get help from EEOC because when I filed with Florida they said I can dual file. Florida said 360 days. My employer was the court itself and I am not getting justice because all courts are protecting themselves. I have a severe tramatic brain injury and I don't have any help because no lawyer will actually go against the court.

Please I know you are able to help.

Thank You

Sent from my iPhone

FROM: Murline Haywood <murlhay59@outlook.com>  
TO: public.comments.regulatoryreview@EEOC.GOV  
CC: dmckissicwise@aol.com  
DATE: 12/11/2013 1:22:41 AM

EEOC

## Thoughts on Governance

The Government Codes are not productive in the sense that the restrictive nature of the confines of the work environment preclude the law from stopping discrimination. The Civil Rights laws were meant for Whites and Blacks and that particular type of racism and discrimination, but for Blacks here and now the codes have become extinct for any justification of the results. The playing field is more of the melting pot variety and much more determined to bring about an apartheid type system of governance. To write or rewrite policy and code is a small amount of justice to the people who need it the most, Blacks. The following needs to be incorporated into direct laws that stop segregation.

emancipation proclamation

1964 Civil Rights Law

Hiring

Training

Job Descriptions

Recognition of past discrimination

Recognizing discrimination and the lasting effects on those seeking to build the dream from the truth.

Let the punishment be severe for those who systematically adhere to obstruction of civil rights, happiness, and equality. And government codes are a delay for justice. Today there is no civil rights for those who need it the most because the true measure of democracy has to come from personnel departments and their hiring practices, that run free and parallel to democracy and equality.

Note : Blacks are being identified here as needing more protection because of their history of slavery. And because they were left on hold for their share of the bounty of America.

This is an overall comment on EEOC Laws, rules and policies.

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