



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

1200 New Jersey Ave., S.E.  
Washington, DC 20590

October 28, 2021

In Reply Refer To: HCR-20  
DOT# 2021-0207

(b) (6)

Dear (b) (6) :

This letter is in reference to your complaint of discrimination, dated May 17, 2021, filed with the Federal Highway Administration (FHWA) Office of Civil Rights. In the complaint, you allege that the Montana Department of Transportation's hiring practices discriminate on the basis of gender and race.

After a thorough review of your complaint, the FHWA has determined that it does not have jurisdiction over discrimination complaints regarding the Montana Department of Transportation's internal equal employment opportunity program. The issue you raised may be within the jurisdiction of a different Federal agency. Therefore, we have forwarded your complaint to the U.S. Department of Transportation's Office of Civil Rights for appropriate action.

Please be advised that the FHWA's Office of Civil Rights has a responsibility to investigate individual complaints of discrimination involving violations, under its jurisdiction, of Title VI of the Civil Rights Act of 1964. Title VI prohibits discrimination based on race, color, and nation origin under any program or activity receiving Federal financial assistance.

If this office can be of assistance to you in any matter within the FHWA's enforcement responsibility, please contact us at (202) 366-0693, or at the address noted above.

Sincerely,

**Nichole McWhorter**

Nichole McWhorter  
Title VI Program Team Leader

cc: Lucia Olivera, Division Administrator, FHWA Montana Division Office  
Brain Hasselback, Deputy Division Administrator, FHWA Montana Division Office  
Bob Seliskar, Civil Rights Specialist, FHWA Montana Division Office  
Jim Esselman, Senior Attorney-Advisor, FHWA Office of Chief Counsel  
Irene Rico, Associate Administrator, FHWA Civil Rights Office

Irene Marion, Director, Departmental Office of Civil Rights

Yvette Rivera, Associate Director, Equity and Access Division, Departmental Office of Civil Rights

Barbara Dougherty, Deputy Director, Departmental Office of Civil Rights