

Office of Civil Rights and Equal Employment Opportunity

Staff



Shana Kuhn
Acting Director of
Civil Rights and
Equal Employment
Opportunity



Ernesto Jaquez
Equal Employment
Opportunity
Specialist



Max Pangborn
Equal
Employment
Opportunity
Specialist



Jeanna Ramos
Equal Employment
Opportunity
Specialist



Lidia Somilleda
Equal Employment
Opportunity
Specialist

Equal Employment Opportunity Counselors



Jennifer Ibnouf
Management and
Program Analyst



Byron Kelly
Support Services
Supervisor

BPA employees, former employees, job applicants, and in some instances, contractor employees, who believe they are being discriminated against may file a complaint of discrimination on the basis of race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, religion, age (40 and older), equal pay, *disability or genetic information (including family medical history or genetic tests or services), and retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

In order to protect your civil rights and to initiate a complaint of discrimination, you must first contact BPA's Office of Civil Rights and Equal Employment Opportunity to be assigned an EEO Counselor within 45 calendar days of the alleged discriminatory matter, or in the case of a personnel action, within 45 calendar days of the effective date of the action. The EEO Counselor will inform you of your rights and responsibilities in the EEO process including your right to request mediation during the informal EEO complaint process. Thereafter, you may choose to file a formal complaint of discrimination.

** A person with a disability is defined as one who has a physical or mental condition which substantially limits one or more major life activities, has a history of disability, or is regarded as having a physical or mental disability that is not transitory.*



Main Office: 503-230-4725 or 1-800-305-7341
EEO Counseling: 503-230-3562 or 1-800-631-1931
eeocounselors@bpa.gov

