



May 6, 2025

TO: Max Meindl  
RE: Max Meindl v. Kristi Noem, Secretary,  
Department of Homeland Security (DHS)  
Case No: **HS-FEMA-02430-2024**

This Election Notice contains a deadline for your timely response. All time frames are computed from the time of your receipt of this correspondence, as set forth in Title 29 Code of Federal Regulations (C.F.R.) § 1614.605(d).

The Federal Emergency Management Agency (FEMA) has completed the investigation into the above-referenced formal complaint of discrimination. The investigative file, enclosed, is in a password-protected Portable Digital File (PDF) format. The password will be sent separately. Under the U.S. Equal Employment Opportunity Commission (EEOC) regulation 29 C.F.R. § 1614.108(f), you have **30 calendar days** from receipt of this Notice to elect one of three choices by checking the applicable box:

- ☐ You may file a request for hearing before an EEOC Administrative Judge and submit relevant documents through the EEOC's Public Portal to the **Washington Field Office**. To access the EEOC Public Portal, go to <https://publicportal.eeoc.gov>. To begin, click on the link that says "Filing with EEOC" and answer the questions. After you submit your request for a hearing, you can then use the Portal's "My Cases" feature to view hearing matters in one convenient location. You can also identify and manage your representative contact information in the Portal. Once registered by you, your representative can upload documentation on your behalf.<sup>1</sup>
- ☐ You can request that DHS's Office for Civil Rights and Civil Liberties (CRCL) issue a final agency decision (FAD) without a hearing based on the investigative file. If a hearing is not requested within 30 calendar days, CRCL will issue a FAD.
- ☐ You may withdraw your complaint because you no longer intend to pursue it and understand that it will be administratively closed by the FEMA's Office of Civil Rights (OCR).

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\*Complainant's or Attorney's Signature

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Date

**\*NOTE:** Only Complainant or their attorney can sign the request for a hearing. Non-attorney representatives may not sign requests for a hearing. Hearing requests must be signed.

You **MUST** send a copy of this request to FEMA via email to **FEMA-OCR-EEO@fema.dhs.gov**.

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<sup>1</sup> In light of the President's Proclamation on Declaring a National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak, the EEOC Office does not currently have ready access to U.S. Mail, so they ask that any written communications be provided to them via the EEOC Public Portal.