* Did I accurately sum up your allegations?
  + If not, can you (in three to five sentences) specifically explain the allegations you are attempting to raise in your complaint?
  + I’ll work on a better summary for you and forward it.

# DISCRIMINATION AND HARASSMENT AT FEMA

1. Your name, address, and telephone number;
   1. Max J Meindl
   2. 5 E Austin, Bellville, Texas 77418
   3. 832-293-3671
2. A short description of the events that you believe were discriminatory (for example, you were terminated, demoted, harassed);
   1. I am being targeted by leadership for special attention.
   2. Retaliation FOR WRITING A COMPLAINT OUTLING MY CONCERNS TO THE OFFICE Chief of Staff, Sandra Cooley.
   3. Harassment
   4. I am being denied promotional opportunities
   5. I feel as if I am being harassed for pointing out the inexperience of FEMA middle management and the way they treat their employees.
   6. I am being harassed because of my disability and health conditions and pointing out to management their misinterpretation of the FMLA when they tried to stop me from doing reduced hours per the law.
   7. I haD a very problematic heart surgery in April 2019 and FEMA management has been less than understanding in my recovery process from several chronic conditions.
   8. They are judiciously papering the file to imply deficiencies in my performance while at the same time the State of Texas is requesting my being assigned to complex applicants based upon my performance ability in moving applicant forward in the grant process.
   9. This is personal with someone in leadership.
   10. For example, I was written up for copying and pasting a technical response from a co-worker in an answer to another co-worker. As an individual with paralegal experience I would never paraphrase a deposition so why would I paraphrase a technical response in an email. These are legal and permanent files that are part of the recovery process. I have sent several thousand emails over the course of the disaster and management picks to write me up on so they can paper a trail that inevitably, as they plan, will lead to having me terminated or not renew my contract.
   11. Individuals with 1/5th my experience are being offered promotions when I am the only one in the office with the required/mandated FEMA appropriate training classes and an open task book for the position. These individuals come to me for advice on their applicants.
   12. As the record from a congressional hearing stipulates: **HEARING BEFORE THE SUBCOMMITTEE  ON  OVERSIGHT  AND  MANAGEMENT  EFFICIENCY  OF THE COMMITTEE  ON  HOMELAND  SECURITY  HOUSE  OF  REPRESENTATIVES  ONE  HUNDRED  FIFTEENTH  CONGRESS  FIRST  SESSION  JULY  27,  2017  Serial No. 115–25**
   13. “Also is morale an issue for FEMA? Measuring morale, **FEMA is ranked 284th out of 305 agency subcomponents, which means that the agency index scores fall well below average**. **The FEMA work force expressed dissatisfaction with agency leadership, their fairness of performance reviews, and opportunities for professional development**.  Research shows that effective leadership is the key driver of employee satisfaction. In order to improve employee morale, FEMA must provide robust training to new supervisors, motivate and engage employees, and recognize, of course, high performers.”
3. Why you believe you were discriminated against (for example, because of your race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, genetic information or retaliation);
   1. Age, medical condition, filing a complaint, FMLA request, reasonable accommodation request, speaking my mind when I observe inappropriate middle management “orders” or decisions, that violate policy and procedures, which by the way, we are encouraged to do by the current administrator, Pete Gaynor.
4. A short description of any injury you suffered.
   1. Hard to determine but I abhor having to go to work now-a-days and feel constantly harassed, written up over nonsensical issues, performance is not recognized, no opportunity to grow or be promoted to positions I am qualified for and could be compensated at a higher level. The stress is not good for my health in any way shape or form. A toxic worksite for me.

* Can you provide me a copy of the grievance you filed on February 27, 2020?
  + ATTACHED, click on bookmarks to go to specific points, normally just a few sentences, showing a pattern of behavior going back several years.
* Can you provide me a copy of the complaint you filed against the Agency in which you point out inadequacies of Agency’s middle management?
  + Was a face to face meeting
* Can you provide me a copy of any disciplinary action which was issued to you for copying and pasting a response to a coworker?
  + ATTACHED
* Can you provide me with copies of any e-mail conversations you had with Dennis Alexander regarding his denial of your promotional opportunities?
  + ATTACHED