

# Office of Civil Rights and Equal Employment Opportunity Staff

VACANT

Civil Rights and  
EEO Manager



**Montez Ashley**  
Equal Employment  
Opportunity  
Specialist



**Ernesto Jaquez**  
Equal Employment  
Opportunity  
Specialist



**Max Pangborn**  
Equal  
Employment  
Opportunity  
Specialist



**Lidia Somilleda**  
Equal Employment  
Opportunity  
Specialist

&

## Equal Employment Opportunity Counselors



**Jennifer Ibnouf**  
Performance  
Management Specialist



**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, religion, sex (including gender identity, sexual orientation, sexual harassment, equal pay and pregnancy), national origin, age (40 or older), disability\* (physical or mental), protected genetic information, or reprisal for prior equal employment opportunity activity.

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 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**

