



CITY OF NEW ORLEANS

DEPARTMENT OF CITY CIVIL SERVICE
SUITE 900 – 1340 POYDRAS ST.
NEW ORLEANS LA 70112
(504) 658-3500 FAX NO. (504) 658-3598

CITY CIVIL SERVICE COMMISSION
BRITTNEY RICHARDSON, CHAIRPERSON
JOHN H. KORN, VICE-CHAIRPERSON
MARK SURPRENANT
RUTH WHITE DAVIS
ANDREW MONTEVERDE

AMY TREPAGNIER
DIRECTOR OF PERSONNEL

Thursday, June 6, 2024

Ms. Karenza Malveaux

Re: **Karenza Malveaux VS.**
Office of Public Safety & Homeland S
Docket Number: 9584

Dear Ms. Malveaux:

Attached is the action of the Civil Service Commission at the Commission's meeting on Thursday, 5/30/2024.

Yours very truly,

A handwritten signature in blue ink that reads "Doddie K. Smith".

Doddie K. Smith
Chief, Management Services Division

cc: John Thomas
Elizabeth A Weigand
file

**CIVIL SERVICE COMMISSION
CITY OF NEW ORLEANS**

**KARENZA MALVEAUX,
Appellant**

Docket No. 9584

v.

**DEPARTMENT OF HOMELAND
SECURITY,
Appointing Authority**

ORDER

The Department of Homeland Security moved for summary disposition of Ms. Malveaux's discrimination appeal on the basis that the Commission lacks jurisdiction over her disability discrimination appeal and Ms. Malveaux failed to provide the required information for her sex discrimination appeal. The Commission heard oral argument on this motion at its regular meeting on May 30, 2024. Ms. Malveaux appeared *pro se*.

The Commission lacks jurisdiction over Ms. Malveaux's disability discrimination appeal. *Tennessee v. Dep't of Police*, 2009-1461 (La. App. 4 Cir. 2/24/10), 33 So. 3d 354, 357. Therefore, the Commission grants the Department of Homeland Security's motion as to Ms. Malveaux's discrimination appeal based on disability.

Civil Service Rule II, § 4.7 provides as follows:

Persons alleging discrimination under Sections 4.5 and 4.6 of this Rule shall file an appeal with the Civil Service Commission within thirty (30) calendar days of the alleged discriminatory act. This appeal shall contain the following information:

- (a) The type of alleged discrimination.
- (b) The name(s) of the person(s) alleged to have committed the discriminatory act(s).
- (c) The date(s) of such act(s).
- (d) Where and in what manner such act(s) occurred

In her appeal, Ms. Malveaux alleges discrimination based on her “sexuality” in the form filed with the Department. She also alleges that Sgt. J. Smith committed the discriminatory act, and that at least one discriminatory act was the termination of her employment, which was on February 21, 2024. She alleges in the narrative attached to her appeal that she was being “harassed, discriminated against and poorly treated by my superior.”

During oral argument, Ms. Malveaux clarified that she alleges sex discrimination based on her sexual orientation. Ms. Malveaux also described incidents not included in her appeal, including comments by her supervisor. The Department of Homeland Security argued that Ms. Malveaux failed to fully describe the discriminatory acts and provide the dates of these acts. The Commission grants Ms. Malveaux leave to supplement her appeal to more fully describe the actions of Sgt. J. Smith that she considered harassing and discriminatory, including the date(s) of such actions. This supplement shall be filed on or before ten (10) days from the date this order is issued by the Department of Civil Service.



Brittney Richardson (Jun 5, 2024 22:08 CDT)

BRITTNEY RICHARDSON, CHAIRPERSON



J H Korn (Jun 3, 2024 18:30 CDT)

JOHN KORN, VICE-CHAIRPERSON



Mark C. Surprenant (Jun 3, 2024 16:25 CDT)

MARK SURPRENANT, COMMISSIONER



Ruth Davis (Jun 3, 2024 18:00 CDT)

RUTH DAVIS, COMMISSIONER



Andrew Monteverde (Jun 3, 2024 19:12 CDT)

ANDREW MONTEVERDE, COMMISSIONER