

Bruce McMillian

Decatur, GA |

PROFESSIONAL SUMMARY

U.S. Army veteran and accomplished federal professional with over 30 years of distinguished service spanning law enforcement, civil rights enforcement, fair housing, and equal opportunity. Demonstrated expertise in investigating complex cases of fraud, waste, abuse, and discrimination across multiple federal agencies including USDA, HUD, and FAA. Skilled Alternative Dispute Resolution Program Manager with a proven track record of resolving workplace disputes, managing multidisciplinary teams of certified mediators, and fostering inclusive organizational cultures through proactive leadership, stakeholder engagement, and a deep commitment to public service and justice.

CORE COMPETENCIES

Federal Law Enforcement • Criminal Investigations • Civil Rights Enforcement • Title VI & Title VII • Title VIII / Fair Housing Act • ADA & Section 504 Compliance • Alternative Dispute Resolution • Mediation & Conflict Resolution • Equal Employment Opportunity (EEO) • Program Management • Team Leadership • Stakeholder Engagement • Policy Compliance & Enforcement • Regulatory Oversight

PROFESSIONAL EXPERIENCE

Equal Opportunity Specialist / ADR Program Manager & Team Lead

Federal Aviation Administration (FAA), Office of Civil Rights | 1999 – 2019

- Investigated and processed employee complaints alleging discrimination under Title VII of the Civil Rights Act of 1964, ensuring thorough and impartial review of each case throughout the complaint lifecycle.
- Established and maintained open lines of communication with senior and executive leadership to proactively address employee-raised concerns and work toward timely resolution of discrimination complaints.
- Promoted in 2002 to Alternative Dispute Resolution Program Manager for the Eastern Service Area, covering 12 states; managed and supervised 40 in-house certified mediators conducting mediations.
- Facilitated early resolution of workplace disputes through structured mediation, significantly reducing formal complaint filings and promoting a culture of collaboration and mutual respect.
- Served as Team Lead providing guidance to staff on EEO policies, complaint procedures, and best practices for maintaining a discrimination-free workplace environment.

Investigator / Mediation Specialist

U.S. Dept. of Housing and Urban Development (HUD), Office of Fair Housing & Equal Opportunity | 1989 – 1999

- Investigated and enforced federal fair housing laws across the entire housing and community development sector for both private and public entities nationwide.
- Ensured organizational compliance with Title VI, Title VIII, Section 504, the Americans with Disabilities Act (ADA), and the Rehabilitation Act of 1973.
- Conducted mediations between parties to resolve housing discrimination complaints and promote equitable access to housing and community development opportunities throughout the region.

Special Agent

U.S. Dept. of Agriculture (USDA), Office of Inspector General | 1987 – 1989

- Investigated alleged crimes of fraud, waste, and abuse across all programs administered by the United States Department of Agriculture, ensuring accountability and program integrity.
- Conducted complex criminal investigations, prepared comprehensive case reports, gathered and preserved evidence, and coordinated closely with federal prosecutors to support successful case outcomes.
- Interviewed witnesses, analyzed financial records, and built evidentiary cases to support administrative actions and criminal prosecutions.

EDUCATION & PROFESSIONAL TRAINING

Housing & Community Executive Program — University of Maryland, 1997

Master of Arts — Atlanta University, 1987

Bachelor of Arts (Cum Laude) — North Carolina Central University, 1985

Federal Law Enforcement Academy — Glynco, Georgia, 1988