



An employee publication of the
Texas Department of Criminal Justice

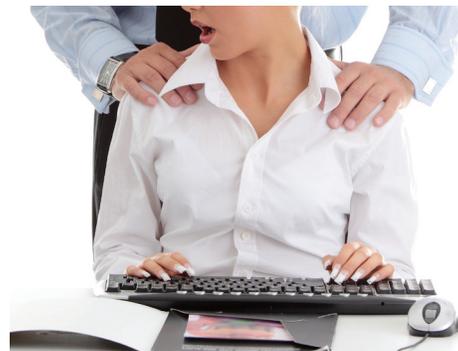
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Policies and Benefits

TDCJ maintains zero tolerance policy for discrimination, sexual harassment

The Texas Department of Criminal Justice remains committed to equal employment opportunity (EEO) and enforcement of the agency's zero tolerance policy against all forms of employment discrimination, including sexual harassment. This zero tolerance policy is designed to prevent the creation of a hostile work environment, where offensive speech or conduct based on gender, race, color, religion, national origin, age, disability or genetic information is sufficiently severe or pervasive as to alter the complainant's employment conditions and create an abusive working environment.



Employees are encouraged to promptly report alleged violations of EEO policy to their immediate supervisor, department director or warden. If the allegations are against the employee's supervisor or in the employee's chain of supervision, reports can be filed with the employee's second level supervisor or higher authority, including the agency's executive director. Alleged violations can also be reported to the Human Resources Division's Employee Relations Intake Section at 936-437-4240, the Civil Rights Division of the Texas Workforce Commission at 888-452-4778, or the federal Equal Employment Opportunity Commission (EEOC) at 800-669-4000.

Complaints filed with the Human Resources Division are investigated by an Internal EEO Section, which is separate from the EEOC. Employees may also contact the Office of the Inspector General at 512-671-2480 to report alleged criminal violations of the agency's harassment policy. ●