



# EQUAL EMPLOYMENT OPPORTUNITY DISCRIMINATION, HARASSMENT, & RETALIATION

The Department does not allow, condone, or tolerate discrimination or harassment based on a protected class which includes race, color, religion, sex, national origin, pregnancy, genetic information, citizenship or immigration status, disability, military status, or age.

## Prohibited Behavior

Conduct prohibited by department policy includes, but is not limited to:

- Discrimination in any employment practice including, but not limited to, recruiting, hiring, promotions, transfers, disciplinary actions, compensation, benefits, or training.
- Derogatory or offensive jokes, pranks, gestures, or comments involving an individual's race, age, sex (including sexual orientation), disability, or other protected class.
- Displaying offensive or sexually oriented videos, pictures, or cartoons.
- Subjecting an individual to unwanted touching, unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

Conduct prohibited by department policy includes, but is broader than, the legal definition of harassment. **Even a single incident of conduct that violates the department's workplace harassment or discrimination policy may lead to disciplinary action up to and including termination of employment.**

## Reporting Discrimination, Harassment, or Retaliation

The department provides multiple venues for employees to report their concerns. Employees should report allegations to one of the following:

- Their supervisor
- Their HR representative
- The Ethics and Employee Conduct Section of HRD
  - Email [EEO@txdot.gov](mailto:EEO@txdot.gov)
- The Compliance Division
  - Email [Compliance@txdot.gov](mailto:Compliance@txdot.gov)
  - Report online at [www.TxDOTWatch.com](http://www.TxDOTWatch.com)
  - Call TxDOT Watch toll-free at (877) 769-8936

Supervisors who receive an allegation of discrimination, retaliation, or harassment, or believe such activity is occurring, will notify their District Engineer or Division Director. District Engineers and Division Directors will report all such allegations to HRD's Ethics and Employee Conduct Section.

**Please Note:** Employees who file complaints concerning discrimination and/or harassment or participate in an investigation are protected from retaliation by state and federal laws as well as TxDOT policy.

## Investigations

When appropriate, HRD's Ethics and Employee Conduct Section will investigate reported allegations of discrimination, harassment, and/or retaliation.

## Corrective Actions

District Engineers and Division Directors have the sole authority to take disciplinary action, or take no action, for harassment allegations after receiving approval from their respective chief.