

Chapter 109

HR Policies



Objectives

General Policies

Discrimination, Harassment & Retaliation

Employee Relations

The Grievance Process



Chapters: 109.004 & 109.005



AT-Will

Termination with or
without cause



JUST CAUSE

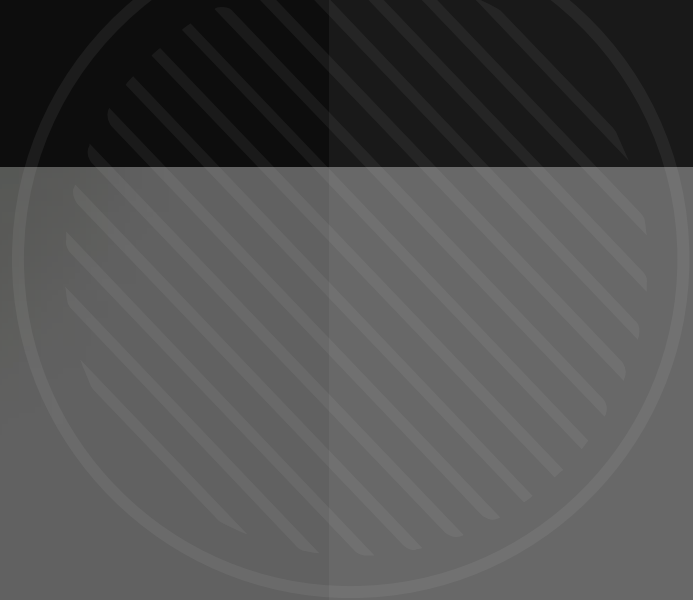
Termination only by
just cause



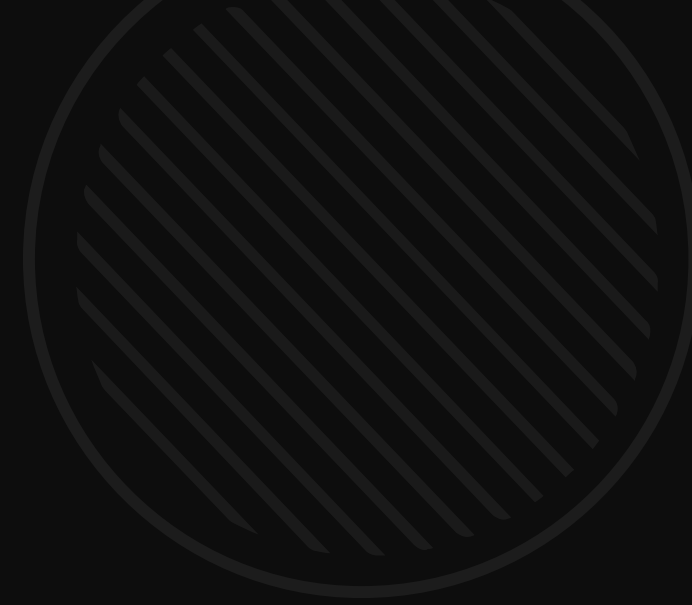


Employment – AT-Will





Employment – **JUST CAUSE**



Subchapter C. Employee Relations

- **109.203 Recommended Steps**
- **109.204 Conduct Warranting Discipline**

Travis County leadership is encouraged to follow a progressive discipline process to help return staff to a productive state.

The steps taken and outcomes are based on the severity of the infraction and if damage was done.

- **109.206 Pre-deprivation Meeting**

If a Just Cause employee may be deprived of pay or position, a Pre-deprivation hearing must be held to provide the employee an opportunity to present their side prior to a decision being made.





Firearms & Deadly Weapons



Discrimination

Chapter 109.128



Equal Opportunity



Protected Class



Discrimination vs.
Harassment

Harassment

109.129



**PROTECTED
CLASS**

**UNWELCOME BY
EMPLOYEE**

BYSTANDER

**SINGLE
INCIDENT**



RETALIATION

Chapter 109.130

<https://www.eeoc.gov/facts-about-retaliation>

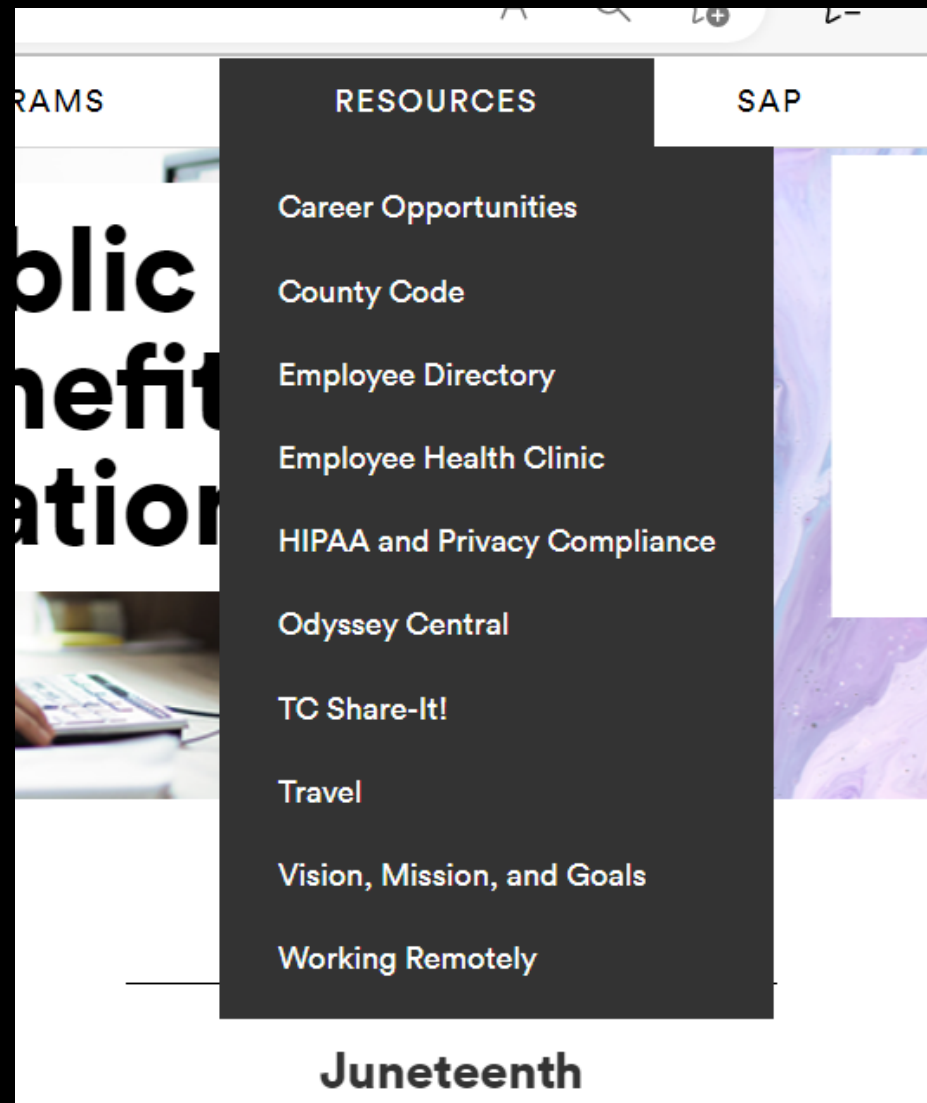
Procedures and Protocols

◆◆◆◆
109.131

relation or
point of view.
Harassment
feeling of intens
annoyance caus
that disturbs or
right for what is

4 R T
D C
Retaliation Complaint
PLEASE PRINT OR TYPE ALL INFORMATION
Refer to the accompanying Guide to assist you in
PRELIMINARY QUESTIONS
Have you made

TC Share-It : Online or Phone Reporting



To Make a Report

Select the department that is related to the location where the violation took place.

OR

- Dial toll-free, within the United States, Guam, Puerto Rico and Canada: **844-784-9585**

After you complete your report you will be assigned a unique code called a "report key." Write down your report key and password and keep them in a safe place. After 5-6 business days, use your report key and password to check your report for feedback or questions.

Chapter 109.251



Grievance Process

Non –Grievable Actions



Other Notable Ch 109 Sections



Employee Guidelines

109.003 Objectives



Gift Policy

Subchapter H. Gift Policy



Teleworking

Subchapter G. Teleworking



Definitions

Throughout



Questions?

More Information?