

# Civil Rights Reporter

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JOURNAL OF THE TEXAS WORKFORCE COMMISSION CIVIL RIGHTS DIVISION.



#### Mission Statement

Our mission is to reduce discrimination in employment and housing through education and enforcement of state and federal laws.

#### Vision

Our vision is to help create an environment in which citizens of the State of Texas may pursue and enjoy the benefits of employment and housing that are free from discrimination.

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Civil Rights Division

**Director**  
Bryan Snoddy

**Editor**  
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## Improving Our Services Employment Complaints

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Lachaunne Graham, Case Processing Coordinator

In the effort to improve customer service, the Civil Rights Division Employment Intake Section has been conducting a series of internal reviews of its processes and procedures. Due to a substantial backlog of case files, Employment Intake realized the process it used to notify Respondents, those accused, of a Charge of Discrimination needed to be streamlined.

Previously, the Mediation Coordinator bore the sole responsibility of notifying the Respondent of the Charge of Discrimination, sending mediation invitations, monitoring the invitations responses, and then either scheduling mediations or sending the case files to the Case Developer. With so many administrative responsibilities, the Mediation Coordinator experienced a substantial backlog, which was not conducive to providing excellent customer service.

The Case Processing Coordinator (CPC) position was created in November 2020 to help reduce this backlog. Specific administrative responsibilities were divided between the Mediation Coordinator and the CPC. However, both the Mediation Coordinator and the CPC continue to share the responsibility for any task which may affect both positions.

Because the CPC was a newly created position, procedures needed to be established to address the backlog. While many tasks were removed, several tasks were added to the process to address several issues. The biggest issue up to this point was that often, both parties would deny receiving their notifications and invitations even though they had been delivered via DocuSign.

Many internal I.T. security systems would send DocuSign emails to the agency's junk or spam folder, which would result in a significant delay in the notification and response timeline. To help reduce the response time, the CPC now simultaneously sends a separate email to both parties informing that they had received the notification and that they need to monitor their spam folder. This email also serves to quickly identify incorrect points of contact and addresses, which has resulted in timely notification.

Policy provides both parties 14 calendar days to provide their response to the mediation invitation. Subsequently, the CPC developed an internal "reminder" system which served as a key to follow up with the parties within seven days of invitations being sent. This follow up reminder has significantly reduced the amount of time that case file will remain in the inventory without an action being taken on it.

These additional steps have served to significantly reduce the amount of time a case file remains in the CPC inventory. As late as June 2021, the CPC inventory reached a high of 392 case files. Today, the CPC inventory has been reduced to an average daily total of approximately 112 case files.

This process improvement has also resulted in case files becoming fully developed within a substantially shorter period of time. The timely notification affords the Respondent to investigate the allegations and more efficiently provide a thorough statement of position.

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## Fair, Consistent, and Objective

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Erin Humphreys, EEO Compliance Monitor

Imagine a world where your business has money to spare and employees to praise. Who gets a bonus? Everyone? Now imagine that one employee's work has been less than great and is on track for more severe disciplinary measures if their work doesn't improve. Do they still get a bonus? If so, what message does that send to the employee? If you decide to go ahead and grant the bonus to everyone, regardless of performance, how will firing that employee a month later look?

An accurate and honest performance review is the easiest document to point to as evidence of nondiscriminatory treatment of each employee. It's also the most prevalent and easily corrected issue area identified during state EEO compliance reviews. Giving employees a bonus is such a positive moment that it can be hard to see the consequences of making it rain. It's easy to feel that an employee deserves something, but the trick is knowing which employees justifiably deserve what personnel action, whether that be promotions, disciplinary actions, or anything in between.

Making fair, consistent, and objective personnel decisions requires that both employers and employees have an accurate understanding of: (a) what the performance expectations are; (b) what defines success, failure, and anything in between; and (c) how the employee measures up against those expectations. When done well, performance evaluations are the best tool upon which to base personnel decisions. The words fair, consistent, objective, and accurate will appear over and over again in this article – if you can't describe your reviews (given to others or evaluated yourself) with all four adjectives, then process and procedure improvements are necessary to retain quality personnel.

It's just good business to accurately document every employee's performance. Employees cannot hope to meet expectations that have not been clearly communicated. When clear and consistent expectations are set for employees at the beginning of their employment, both supervisors and employees

are allowed the opportunity to understand why their performance is exceeding or failing to meet the requirements of their position. Providing a realistic evaluation to each employee gives that employee the feedback they need to continue to better themselves, provides an opportunity for a supervisor and employee to discuss realistic goals and concerns, and provides necessary information to a business which will be used to meet or amend overall business objectives and goals.

When every employee is reviewed on an annual basis and everything that happened throughout the course of the year is included in the discussion (good and bad), each employee can fairly and consistently receive what they have earned. Understanding the rules of the game (the expectations for both the supervisors and the supervised) can increase team cohesion and office morale and reduce unnecessary and expensive turnover.

Performance evaluations are not meant to be a negative tool. The performance evaluation process provides a structured environment for communication; for supervisors to praise or correct and for employees to discuss goals, challenges, and setbacks. While they can and should be used to justify disciplinary action, they should primarily serve as a benchmark for assessing whether an employee is qualified for a promotion, whether they should receive a bonus that is available, and as an improvement plan for an employee who may be struggling. And if, at the end of the day, one employee feels that they've been treated unfairly or been a victim of discriminatory employment practices, accurately documenting every employee's quality of work, good conduct, and disciplinary measures will tell the true and complete story of an organization's employment practices.



# The First Lady of the Civil Rights Movement

I HAVE A DREAM  
MARTIN LUTHER KING JR.  
THE MARCH ON WASHINGTON  
FOR JOBS AND FREEDOM  
AUGUST 28, 1963

Numerous women played vital roles in the Civil Rights Movement, from leading local civil rights organizations and campaigns to serving as liaisons and lawyers on school segregation lawsuits. Often, their efforts to lead the movement were overshadowed by men. One woman who some recognize as the “First Lady of the Civil Rights Movement” is sometimes forgotten all together.

Coretta Scott King was born Coretta Scott on April 27, 1927, in Marion, Alabama. In the early decades of her life, she was well known for her singing and violin skills. She graduated Valedictorian in 1945. After high school, Coretta attended Antioch College in Yellow Springs, Ohio, where she received her Bachelor of Arts in music and education. After graduating in 1951, Coretta was awarded a fellowship to The New England Conservatory of Music in Boston, Massachusetts, where she met her soon-to-be husband Martin Luther King Jr. The couple married on June 18, 1953.

After earning a second degree in voice and violin from New England College in 1954, Coretta moved to Montgomery, Alabama, where her husband served as the pastor of Dexter Avenue Baptist Church and she would serve in different roles as the pastor’s wife. The Kings had four children, Yolanda, Martin Luther III, Dexter, and Bernice.

Coretta’s Civil Rights career took her all over the world, she traveled to India on a pilgrimage in 1950, took part in the Montgomery bus boycott of 1955, journeyed to Ghana to mark that nation’s independence in 1957, and worked to pass the 1964 Civil Rights Act. These are just a few among countless other endeavors. Coretta established a distinguished career in activism by working as a public mediator and as a liaison to peace and justice organizations.

Every year after the assassination of her husband in 1968, Coretta attended a commemorative service at Ebenezer Baptist Church in Atlanta, Georgia, to mark her husband’s birthday on January 15. She fought for several years to make his birthday a national holiday. In 1972, Coretta said, “there should be at least one national holiday a year in tribute to an African American man, and, at this point, Martin is the best candidate we have.” An attorney in Atlanta made the appeal at the services on January 14, 1979. Coretta later confirmed it was the “best, most productive appeal ever.” Her campaign was finally successful in 1986, when Martin Luther King Jr. Day was made a federal holiday.

Coretta Scott King published a book, “My Life with Martin Luther King Jr.”, in 1969. Additionally, Coretta founded the Martin Luther King Jr. Center for Nonviolent Social Change serving as the center’s president and chief executive officer. After prompting the creation of what became the Martin Luther King Jr. National Historic Site around his birthplace in Atlanta, Georgia, Coretta dedicated the new King Center complex on its grounds in 1981.

Coretta continued to stay in the activist sphere by serving as a columnist and contributor to CNN and her demonstrations against Apartheid in South Africa. In 1997, she called for a retrial for her husband’s alleged assassin. Coretta suffered a heart attack stroke in August of 2005. She died less than six months later on January 30, 2006, while seeking treatment for ovarian cancer at a clinic in Playas de Rosarito, Mexico. Coretta’s funeral took place on February 7, 2006, in Atlanta Georgia and was eulogized by her daughter, Bernice King. The televised service lasted eight hours and had over 14,000 people in attendance.

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## DIRECTOR'S CORNER

# How to Save a Life Confessions from a Fan of The Fray

BRYAN SNODDY - DIVISION DIRECTOR

On any given Sunday, deep in the heart of East Texas, you could just about count on two things: the good reverend knowing precisely when the Cowboys game kicked off and some reference or statement during the sermon that “confession is good for the soul.” Well, I have a confession to make. I am a fan of The Fray. And not a casual fan. The songs that I like tend not to be the ones that have been overplayed on your local radio back in the early 2000’s.

But I am not here to regale you with the awesomeness that is The Fray’s song catalogue. All of that brings me around to the subject of this erstwhile fan’s deep affection...there was once an iconic radio song entitled “How to Save a Life,”, know the song, I’m sure you do. I heard it on one of the music streaming services recently, and it struck an old chord. (Is it still a pun if it was an accident?)

“Step one, you say we need to talk...” is how the song begins. And every day we talk to people about the most important issues in their lives at that moment. Lately that has been Covid and vaccinations, accessible parking for persons requiring a mobility device, employees feeling left out of the holiday season who practice other religions, the issues are varied. We are responsible for responding to the hearts, minds and feelings that directly and immediately impact their lives.

In that sense, we literally do save lives. While many matters do not turn out exactly with the result anticipated by complainants or respondents, we give life to their very real concerns and notions of justice, fairness, and an equal playing field for all. But beyond that, we are a big-hearted team with exceptional capacity to go beyond.

I want to spotlight my friend Nicholas Morgan of Adaptive Construction Solutions, a company in Houston that specializes in apprenticeships for the disadvantaged.

On one cold night in Houston during the middle of the 2021 TWC Annual Meeting, Nick invited me to help support the Covenant House Texas. It is an organization that opened its doors in 1983 to provide shelter for homeless, abused, and abandoned youth ages 18 – 24. They were attempting to raise \$1.25 million through a one-night sleep out under the highway in downtown Houston. Nearly raising \$1 million on the day of the sleep-out, it was certainly a success. Commissioner Alvarez and Houston Mayor Sylvester Turner attended the event and offered words of support and encouragement.

Some might think that America is broken from what we see and read on the news, but I refuse to believe the news based upon what I have seen in the hearts of so many throughout the course of 2021. We have fabulous partners in HUD and EEOC, amazingly passionate commissioners and their staff, division after division of teams within the TWC that really want to know how they can help, all this in addition to joint partners like Nick that works with TWC’s apprenticeship program and organizations like Covenant House to dynamically alter life trajectories.

The greatest thing that I believe that we have to share from this last year is that our definition of culture is probably skewed. I have always heard the traditional definition of organizational culture as the collection of values, expectations, and practices that guide and inform the actions of all team members. While it still has some merit in a textbook, what 2021 has taught us is that organization culture is not simply something internal, but it is what we export to our communities, churches, local entities, family, and friends. At TWC, our culture is one where a team of big-hearted folks does not only their jobs but reaches up, out and beyond to save a life. “How to Save a Life” is the song of our work and siren call that we sing to the disaffected, disenfranchised, broken, and lost. I’m proud to be a part of that culture and share it to make the world a better place.

## Growth of Diversity in our Workplace



**David Pernell**  
Housing Supervisor

As I look back on the start of my career with TWC's Civil Rights Division in 2008, I'm reminded of how far our Division has grown during my time. I started at 29 years old, the youngest employee in the Division, where at that time, there were employees retiring from State service with more time in the agency than I had being alive.

At the time there were very few minorities in the Division, with me being one of the few African Americans in the office. Over time, our diversity has grown substantially for the benefit of all. During my years with the Division, I have had four different Division Directors, six different Supervisors, and a countless number of coworkers that have come and gone. With the influence of so many leaders it's no surprise that we went through a few Rapid Process Improvements (RPI) to increase our quantity and quality of work for the customers we serve.

With our continued effort to grow as a team and Division, I've been excited to see the upward direction we've been taking. Over the years, we have increased the strength of our Division with more diverse, knowledgeable, and experienced teammates. We've created Intake Teams on all sides of the house, which helps welcome our customers to Civil Rights at the beginning of the process and sets us on the right path during the investigative process.

Our reach in the State of Texas has increased tremendously with the creation and growth of our Outreach Team, which has been instrumental in providing more training, outreach, oversight and guidance to property owners and employers in the state. And lastly, a new position of Compliance Supervisor was created to make sure we stay in compliance with HUD and State of Texas guidelines, which has been directly related to our increase in quality investigations.

With this trajectory continuing to head up, the Division has become a more desirable place to work. In the last year, I've had one of my previous supervisors return to the Division to work as an Investigator, under my supervision. We've recently added three additional employees in the past few months who continue to strengthen our team comradery. So, when the question of "Who are you gonna call if you're having issues of discrimination in Housing and/or Employment situations within in the State of Texas" comes up, there is only one answer to be said with confidence, "Texas Workforce Commission Civil Right Division!"

# World Braille Day

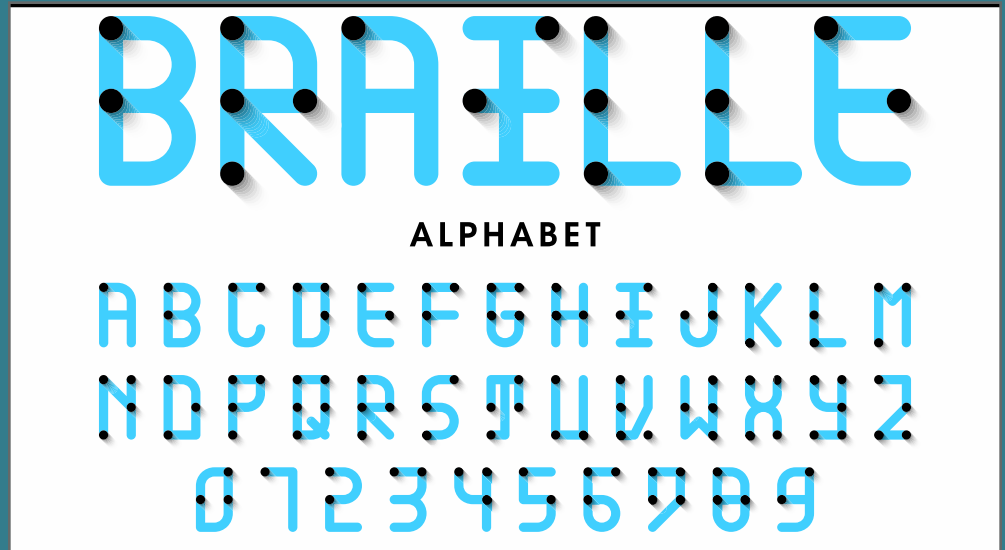
Faith Penn, Mediator

World Braille Day, celebrated annually on January 4, was established to raise awareness about the importance of Braille literacy. Louis Braille, inventor of the Braille Code, was born on January 4, 1809 in France. He lost his sight due to a childhood accident. At 15 years old, Braille created a reading and writing system modeled after Charles Barbier's night writing system. Today, Braille's code is simply known as Braille and is used all over the world.

Unfortunately, Louis Braille did not have an opportunity to see how important and famous his invention became. Braille died in 1852; two years before France's Royal Institute for the Blind Youth adopted a Braille curriculum. By 1916, schools around the United States taught Braille to their blind students. Now today, Rubik's Cubes, Watches, Legos, and other innovations are constantly changing the way Braille is used and which increases Braille literacy.

Still, many apartment leasing offices, financial institutions, and hospitals very rarely offer Braille versions of their print materials such as menus, statements, leases, and bills. This causes people who are blind, or vision impaired to be at a disadvantage when ordering at a restaurant or working with a financial business. With the influx of people with disabilities entering the workforce and returning to work, it is important for businesses to remember to try to do their part by making workplaces more accessible for everyone.

World Braille Day helps spread awareness about Braille and other accessible forms of communication. Everyone deserves and is legally entitled to the same information and services, regardless of ability. So, remember, whenever you see Braille on things such as signs, elevators, ATMs, and playing cards, it is all because of Louis Braille and the institutions that accepted, adopted, and taught his reading and writing system. Happy Birthday Mr. Braille! Thank you for your contributions to the blind community.





# Change Takes Time

Jeff Riddle

*“Reflect on all the trials, tribulations, and triumphs that occurred over many decades that we have strived for equality.”*

Howdy, everyone. I have been remiss in introducing myself as the current editor of this newsletter. My name is Jeff Riddle, and I am the Training and Outreach Coordinator for TWC’s Civil Rights Division. I realized that I had not done this as I was putting together this quarter’s articles and one of our new sections: This Time in History.

But first, a little about myself. I have been with the Division for a little over a year, but previously I spent my life as an active-duty service member in the Army. I retired after a 23-year career as an Infantryman (yes, we still use Infantryman despite having many women serving in that job). Before retiring from the Army, I served as an EEO Advisor and Sexual Harassment and Assault Response Coordinator. My years in this role were some of the more challenging ones both mentally and spiritually. I should also mention, as I close my opening, that I am originally from the Dallas/Fort Worth metroplex, have lived in San Antonio, and now call Central Texas my home.

Now that the formalities are out of the way, on to the editorial. As I was gathering up the civil rights events that have transpired in the past, I am in constant amazement of the way our country was not that long ago. January is an important month in civil rights; January saw the Emancipation Proclamation, the birth of Martin Luther King Jr., the sit-in at a Woolworth’s in North Carolina, and the start of the bus boycott in Montgomery, Alabama (some of these events are highlighted in this newsletter).

Most of these events took place in the 1960s, now known as the Civil Rights era. In recent memory, especially those of our parents or grandparents, people of color were separated from and treated vastly different than white people. Though we still have racial challenges today as seen in headlines (I’m glad you still read) and on the various news channels, we have come a long way from the days of Jim Crow and segregation.

Going back a little further but keeping in mind that our country is not that old, we see where Susan B. Anthony (the woman on the coin for those that remember getting change) was arrested in 1872 for voting in the presidential election as it was illegal for women to vote. A year later an Amendment was proposed to grant women the right to vote but it would not get passed.

Forty years later in 1913, a women’s suffrage march was attacked by the crowd simply because they were marching for their right to vote. When I hear the term suffrage, I think back to old Hollywood movies like Mary Poppins, where Mrs. Banks was a suffragist (something easily missed) and The Great Race with Tony Curtis and Natalie Wood. Wood’s character was a vocal suffragist and both foil and love interest to Curtis. It was not until 1920 that women were granted the right to vote by law.

There have been numerous jokes and memes about the passage of time recently. The relation of time now to the 80’s (a great time to be a kid, editors’ opinion) is the same as the 80’s to the 40’s which was the start of World War II. To put this in relatable terms, Pearl Harbor was attacked in 1941, “Kiss on My Lips” and “9 to 5” were hit songs in 1981, a mere 40 years in between. The same span of time, those same songs, are as far away from today, as they were to World War II.

Think of the numerous changes that occurred in that time. Reflect on all the trials, tribulations, and triumphs that occurred over many decades that we have strived for equality. We have come a long way as a country and society, and we are not done yet. As history has proven, change does take time and effort. As we look back on the challenges and triumphs of our shared past, let’s take those lessons with us into the future and make it better together.





# Pearl Harbor: How Fear Led to Prejudice

Brittany Sherwood, Resolutions Coordinator

December 7th marked 80 years since the Japanese attack on the U.S. naval base in Pearl Harbor, Hawaii. President Franklin Roosevelt marked December 7, 1941 as “a date which will live in infamy.”. For many, it would be a long stretch of pure hell. The growing fear in many Americans’ hearts at that time and the suspicion of anyone of Japanese origin led to a governmental decision, Executive Order 9066, which meant that Japanese Americans, whether born in Japan or born in America, would be treated as enemies.

Not only would they be scorned but they would be incarcerated and put into isolated camps, treated as dogs. Roughly 120,000 people would be removed from their homes, separated from loved ones, and forced to leave behind all or most of what they owned. This would become a normal practice until 1945, when the Japanese internment camps came to an end after a Supreme Court decision, *Ex parte Mitsuye Endo*. It was ruled in this decision that “the War Relocation Authority has no authority to subject citizens who are concededly loyal to its leave procedure” (History.com, “Japanese Internment Camps”, A&E Television Networks, 2009, Oct. 29).

What can be learned from history examples such as this? Perhaps it is that fear can be a dangerous weapon leading to prejudice and the laying aside of democratic principles. As we face challenges during this unique time, may we be humbled to remember that no matter what our differences are, whether vaccinated or unvaccinated, rich or poor, black or white, or whether we follow this news station or that news station, we are all of the same human race and we should treat others as we would want to be treated.

**January 1, 1863** - The Emancipation Proclamation by President Abraham Lincoln freed the slaves in the states rebelling against the Union.

**January 5, 1925** - Nellie Taylor Ross of Wyoming became the first female governor inaugurated in the U.S.

**January 10, 1878** - An Amendment granting women the right to vote was introduced in Congress by Senator A.A. Sargent of California. The amendment didn't pass until 1920, forty-two years later.

**Birthday** - Martin Luther King (1929-1968) was born in Atlanta, Georgia. As an African American civil rights leader, he spoke eloquently and stressed nonviolent methods to achieve equality. He received the Nobel Peace Prize in 1964. He was assassinated in Memphis, Tennessee, on April 4, 1968. In 1983, the third Monday in January was designated a legal holiday in the U.S. to celebrate his birthday.

**January 28, 1963** - African American student Harvey Gantt entered Clemson College in South Carolina, the last state to hold out against integration.

**February 1, 1960** - In Greensboro, North Carolina, four African American students sat down and ordered coffee at a lunch counter inside a Woolworth's store. They were refused service, but did not leave. Instead, they waited all day. The scene was repeated over the next few days, with protests spreading to other southern states, resulting in the eventual arrest of over 1,600 persons for participating in sit-ins.

**February 3, 1870** - The 15th Amendment to the U.S. Constitution was ratified, guaranteeing the right of citizens to vote, regardless of race, color, or previous condition of servitude.

**Birthday** - Susan B. Anthony (1820-1906) was born in Adams, Massachusetts. A pioneer in women's rights, she worked tirelessly for woman's suffrage (right to vote) and in 1872 was arrested after voting (illegally) in the presidential election. She was commemorated in 1979 with the Susan B. Anthony dollar coin, thus became the first American woman to have her image on a U.S. coin.

**February 22, 1956** - In Montgomery, Alabama, 80 participants in the three-month-old bus boycott voluntarily gave themselves up for arrest after an ultimatum from white city leaders. Martin Luther King and Rosa Parks were among those arrested. Later in 1956, the U.S. Supreme Court mandated desegregation of the buses.

**March 3, 1913** - A women's suffrage march in Washington D.C. was attacked by angry onlookers while police stood by. The march occurred the day before Woodrow Wilson's inauguration. Many of the 5,000 women participating were spat upon and struck in the face as a near riot ensued. Secretary of War Henry Stimson then ordered soldiers from Fort Myer to restore order.

**March 22, 1972** - The Equal Rights Amendment to the U.S. Constitution was passed by the U.S. Senate and then sent to the states for ratification. The ERA, as it became known, prohibited discrimination on the basis of gender, stating, "Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex," and that "the Congress shall have the power to enforce, by appropriate legislation, the provisions of this article." Although 22 of the required 38 states quickly ratified the Amendment, opposition arose over concerns that women would be subject to the draft and combat duty, along with other legal concerns. The ERA eventually failed (by 3 states) to achieve ratification despite an extension of the deadline to June 1982.



# **EEOC ADDS NEW SECTION CLARIFYING WHEN COVID-19 MAY BE A DISABILITY, UPDATING TECHNICAL ASSISTANCE**

The U.S. Equal Employment Opportunity Commission (EEOC) updated its COVID-19 technical assistance today adding a new section to clarify under what circumstances COVID-19 may be considered a disability under the Americans with Disabilities Act (ADA) and the Rehabilitation Act.

EEOC’s new questions and answers focus broadly on COVID-19 and the definition of disability under Title I of the ADA and Section 501 of the Rehabilitation Act, which both address employment discrimination. The updates also provide examples illustrating how an individual diagnosed with COVID-19 or a post-COVID condition could be considered to have a disability under the laws the EEOC enforces.

“This update to our COVID-19 information provides an additional resource for employees and employers facing the varied manifestations of COVID-19,” said EEOC Chair Charlotte A. Burrows. “Like effects from other diseases, effects from COVID-19 can lead to a disability protected under the laws the EEOC enforces. Workers with disabilities stemming from COVID-19 are protected from employment discrimination and may be eligible for reasonable accommodations.”

Key information includes:

- In some cases, an applicant’s or employee’s COVID-19 may cause impairments that are themselves disabilities under the ADA, regardless of whether the initial case of COVID-19 itself constituted an actual disability.
- An applicant or employee whose COVID-19 results in mild symptoms that resolve in a few weeks—with no other consequences—will not have an ADA disability that could make someone eligible to receive a reasonable accommodation.
- Applicants or employees with disabilities are not automatically entitled to reasonable accommodations under the ADA. They are entitled to a reasonable accommodation when their disability requires it, and the accommodation is not an undue hardship for the employer. But, employers can choose to do more than the ADA requires.
- An employer risks violating the ADA if it relies on myths, fears, or stereotypes about a condition and prevents an employee’s return to work once the employee is no longer infectious and, therefore, medically able to return without posing a direct threat to others.



## EVENTS

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### RESOLUTIONS Q&A

Ever wondered what Mediation or Conciliation is, or what it would take to resolve an issue or complaint without having to go through court? Come join us for the Texas Workforce Commission-Civil Rights Division (TWCCRD) Live Mediation/Conciliation Q&A. Brought to you by the Resolutions Team of the Outreach, Compliance and Resolutions (OCR) Unit.

In this monthly session, you will be able to ask questions regarding Mediations/Conciliations, find out information regarding common resolutions for filed complaints, steps leading up to your complaint being scheduled for a Mediation/Conciliation session with one of our experienced Mediators/Conciliators, and much much more!

What: Live Mediation/Conciliation Q&A. Brought to you by OCR.

When: February 14, 2022/March 14, 2022/April 11, 2022

Where: From the comfort of your own home---Webinar

Time: 11:00 - 12:00 (CST)

So come on, take control of your case. Let us help you prepare for your scheduled Mediation/Conciliation session!

<https://forms.office.com/g/XvBdHiP3Uz>

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### FAIR HOUSING TRAINING

Join us on every first and third Tuesday from 10:00 - 11:00 (CST) where we discuss Fair Housing and Housing Accommodations. This is a great webinar for those interested in their rights or those that manage or own properties. Did we mention it is free! Register Here. <https://forms.office.com/g/ZBm7gtJLjg>

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### EQUAL EMPLOYMENT TRAINING

Are you a private employer looking to develop your company on the basics of Equal Employment Opportunity or for a better understanding of how to prevent sexual harassment in the workplace. The Civil Rights Division's Training team can help. We offer numerous EEO training presentations or can tailor training to your needs. Reach out to our training team at [CRDTraining@twc.texas.gov](mailto:CRDTraining@twc.texas.gov) to discuss are low-cost options for your company.

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