

Civil Rights Reporter

Issue
06

January
2023

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.

TEXAS WORKFORCE COMMISSION COMMISSIONERS
BRYAN DANIEL - CHAIRMAN AND COMMISSIONER REPRESENTING THE PUBLIC
AARON DEMERSON - COMMISSIONER REPRESENTING EMPLOYERS
ALBERTO TREVIÑO, III - COMMISSIONER REPRESENTING LABOR



Civil Rights Division

In This Issue

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Bryan Snoddy

Editor
Jeff Riddle

Gone Virtual, Not Invisible

As many state agencies and companies went virtual at the start of the Covid pandemic a few years ago, the Civil Rights Division was no different. Since the pandemic restrictions came to an end the Division has remained as a remote work division. But that does not mean we are not getting out across the state to interact with people.

Values and Beliefs

In the context of our responsibility, matters of civil right protections, diversity is often focused on the protected classes. But diversity is also those smaller things that make us who we are. The shows we like, the books we read, and even the fandoms we belong to all make up our values and beliefs.

Diversity, Equity and Inclusion

Recently, our Director was invited to speak about DEI to the Hunton Group in Houston. Read about who that came about, DEI in the workplace, and how that relates to the importance of what our mission is.

Federal Law Addresses Protections for Nursing and Pregnant Employees

Two new laws were passed in December 2022 providing protection to all nursing mothers and requiring accommodations for pregnancy- and childbirth-related conditions. The omnibus spending bill, passed by Congress, includes two measures that expand rights for pregnant and nursing mothers.

EEOC and HUD News

Read some of the latest news, cases, and initiatives from our Federal partners.

Events

A look at the different trainings and information session hosted by the Civil Rights Division.

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Gone Virtual, Not Invisible

Patrick Williams
Housing Manager

In support of the division's theme for Fiscal Year 2023, "Gone Virtual, Not Invisible," the Civil Rights Division (CRD) Housing Department began an outreach campaign to collaborate and educate apartment associations across the state of Texas. The concept for planning outreach events started before the theme was adopted, but the theme energized our efforts. In the spring of 2022, one of our lead investigators submitted a plan to establish partnerships with housing providers and apartment associations in the state. Law enforcement agencies have used and continue to use a similar concept to build relationships with citizens and organizations in their communities. It's an approach that emphasizes how we are all in this together, rather than us against them. The purpose of this outreach is to enhance housing providers' knowledge of how TWC's CRD fair housing enforcement is practiced. It is also an opportunity for CRD to gain a better perspective of how housing providers view the Texas Fair Housing Act.

The public puts their trust in CRD enforcement efforts. The ability of investigators to perform their duties in a responsible, ethical, and effective way is paramount. This requires the cooperation of all parties. When all parties and stakeholders are knowledgeable about each other's processes, the probabilities of achieving a resolution that's fair is more likely.

When I assumed the fair housing manager position in December 2019, approximately 50% of the employees were military veterans or former law

enforcement. That percent has fallen, but many of our remaining teammates have vast experience building partnerships with external organizations to accomplish the organizational mission. As stated by one of my lead investigators, "as the enforcers of the Fair Housing Act, where the burden is high to prove discriminatory practices, it is imperative that all stakeholders make an honest effort to educate and be proactive to prevent discriminatory actions from occurring." Our goal is to maximize educating any and everyone who is willing to listen.

Since September 2022, the fair housing department has conducted several outreach events with apartment associations across the state of Texas. The first event was with the Dallas Apartment Association when the association allowed CRD to participate in the training it provides to their members. This was an outstanding opportunity for CRD to talk about the most common form of housing discrimination, discrimination against those with disabilities (specifically reasonable accommodation requests). We were able to discuss the requirements for emotional support and services animals. Keith Cooper, one of our lead investigators, provided attendees the CRD's perspective on the dos and don'ts related to the Reasonable Accommodation Request (RAR). Keith was able to highlight the importance of the interactive process. Perhaps more importantly, he was also able to provide the attendees important HUD guidance on what information housing providers can and can't ask tenants about their disability.

This event also provided CRD's Intake Supervisor, Frances Reese-Seeger, the opportunity to provide an overview of the Intake department's primary function, which is to receive inquiries and, if appropriate, convert those inquiries into complaints. Further discussion involved the various ways the intake department receives inquiries, the elements required to establish jurisdiction, and the process for converting inquiries into complaints. Finally, the intake supervisor emphasized the importance of customer service and our commitment to excellence during the initial contact with complainants.

After the outreach event was completed, the Dallas Apartment Association asked CRD Housing to provide our frequently asked questions document to reference when assisting their members. We were more than happy to assist.

In the next Civil Rights Reporter, I'll discuss the outreach events TWC conducted with the apartment associations in Houston and San Antonio. In conclusion, we will conduct outreach events in Lubbock and El Paso and have been invited to attend the Texas Apartment Association Annual Conference in April 2023. With these outreach events on our radar for the spring, we look forward to continuing to foster relationships with apartment associations across the state to increase cooperation with our external stakeholders.

Federal Law Addresses Protections for Nursing and Pregnant Employees

April Mabry, Assistant Director TASB HR Services

Two new laws were passed in December 2022 providing protection to all nursing mothers and requiring accommodations for pregnancy- and childbirth-related conditions.

The omnibus spending bill, passed by Congress, includes two measures that expand rights for pregnant and nursing mothers. Both bills were signed by President Biden on December 29, 2022, but have different effective dates.

The Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act) is effective immediately. The Pregnant Workers Fairness Act (PWFA) is effective on June 27, 2023.

Breaks for nursing mothers

The PUMP Act expands the requirement of the Fair Labor Standards Act (FLSA) to provide breaks for nursing mothers to exempt employees. Under the FLSA, reasonable breaks must be provided for a nursing mother to express milk for her child for one year after the birth of the child. Texas law provides similar protections to all employees to express breast milk but doesn't limit entitlement to the first year following birth.

State and federal law require an employer to provide a place that is shielded from view and intrusion by both the public and coworkers (other than a bathroom) for an employee to express breast milk. Breaks must be provided each time an employee needs to express milk. Breaks for nonexempt nursing mothers are noncompensable as long as the employee is completely relieved from duty.

The Act includes a new provision requiring employees to notify their employers if they believe they are out of compliance and must give their employer 10 days to come into compliance before making any claim of liability against their employer.

Protections for pregnant employees

The PWFA expands protections for pregnant employees and applicants and requires an employer to make reasonable accommodation to known limitations related to pregnancy, childbirth, or related medical conditions. The PWFA requires employers to extend existing reasonable accommodation practices to employees who are pregnant, have pregnancy-related conditions, or have recently given birth. Employers will be required to engage in an interactive process to determine a reasonable accommodation, providing it is not an undue hardship to the employer.

The PWFA was modeled after the Americans with Disabilities Act (ADA). The Act doesn't designate pregnancy itself as a disability under the ADA, although some pregnant employees may have conditions that qualify as a disability. The PWFA extends the requirement to provide a reasonable accommodation for the temporary period the employee is unable to perform the essential functions of the job.

The Equal Employment Opportunity Commission (EEOC) is required to issue regulations within one year of the date the law is enacted that provide examples of reasonable accommodations addressing known limitations related to pregnancy, childbirth, and related medical conditions.

Resources

The PUMP Act will have little impact on Texas education entities because state law already provides protection to exempt workers. Additional information to help employers accommodate the needs of nursing mothers can be found in the August 2022 HRX article [Supporting Nursing Mothers](#) and on the U.S. Department of Labor webpage [Break Time for Nursing Mothers](#). Additional information on the PWFA, including guidance from the EEOC, will be provided as it becomes available. If you have additional questions, please contact HR Services at hrservices@tasb.org or 800-580-7782 for assistance.

April Mabry is an assistant director at TASB HR Services. Send April an email at april.mabry@tasb.org.

Stay up to date with all the latest HR news and trends by joining the HRX mailing list! <https://signup.e2ma.net/signup/1356431/1355197/>

Values and Beliefs

Jeffrey Riddle, Editor and Trainer

Values and beliefs - everyone has them and they come from a multitude of sources. Our faith, politics, family, friends, experiences, and schooling have shaped and influenced how we see the world around us. These values and beliefs shape the diversity of the world and the workplace. Within the scope of civil rights, diversity is represented by the protected classes each person may belong to through their race, color, sex, national origin, age, religious beliefs, or by their disability. It's easy to point out that these classes are protected by law, but I want to challenge you to see things beyond major differences.

Remember, values and beliefs make us who we are. People that were raised next door to each other, went to the same school, the same church, maybe even the same college, are vastly different from each other due to how they perceive the many influences on their lives. If that's the case, then you can never assume who someone is or how they will feel or think about a subject, based on where they are from.

One of my latest and favorite examples I use to demonstrate respecting others' values and beliefs is focused on fantasy/sci-fi conventions. In case you have never attended this type of event, you need only know that you will see people walking around in all different types of costume from many different fantasy worlds (this is called cosplay). Over there are some superheroes, and across from them are people in anime costumes. There is a Jedi and a group of Klingons.. Let's focus on the Star Wars and Star Trek fans. Each group has different ideas and beliefs within the space exploration universe; one is more fantasy and the other more science. The two groups frequently debate about which show is superior and it's not uncommon to be asked which you prefer. Answering that you love both is simply preposterous (disclaimer: the editor loves both, see comments below)! Nevertheless, you will not see a person dressed as a Klingon fighting someone dressed as a Jedi simply because they are not portraying the correct sci-fi according to each person. They understand and respect that each has their own fandom and do not fight or force their ideas on that other person.

The workplace has those same colorful personalities without the flashy and fancy costumes. One coworker does not have to challenge or agree with another employee's values and beliefs; they must only respect those things. In any workplace, there will be people who see things differently from others or do not agree with someone's values and beliefs. That's all right! People are allowed to have different opinions and points of view and workplaces benefit from having the diversity this creates. The problems only start when people challenge or marginalize others based on their beliefs.

Example: one employee asks for Good Friday off to attend a religious observance and they get it without any issue. Good Friday is on the calendar and is a known religious holiday, so generally no one will ask questions. But now it's October and I'm asking for Halloween off for religious reasons. When asked what religion celebrates Halloween, I state that I am pagan. The employee requesting Good Friday off was not asked these questions, so why am I being subjected to a more rigorous process for my own request to take Halloween off? What should happen? The manager and supervisor should allow both employees their requested day off without arguing the merits of their faith or challenging the credibility of a faith or belief. In this case, the manager should respect both employees' beliefs, not subject them to a more scrutiny because it does not conform to more popular or know religions, and approve the request.

Respecting people's values and beliefs does not mean that you're taking those on or making them your own. I can like Star Trek and not argue with a person who likes Star Wars, even if I really want to let them know that my fandom is better because it is rooted in science and doesn't have space wizards. The important thing to remember is to not challenge others on their values and beliefs and to instead acknowledge that these differing values add diversity and experience to your workplace.

Editor's note: I will only debate, not argue, who was the best captain or jedi. For the readers knowledges, for me it is Captain Kirk (my first captain) and Obi-Wan (liked him since Alex Guinness). As always, the Editor's opinions do not reflect the views of the Civil Rights Division.



DIRECTOR'S CORNER

Diversity, Equity and Inclusion The Bigger Picture

BRYAN SNODDY - DIVISION DIRECTOR

True story. I have never been invited to present on the topic of diversity, equity and inclusion until last October. The Hunton Group of Houston – a major manufacturer's largest independent distributor of commercial, industrial, and residential heating and air conditioning systems and equipment asked if I might come and present on the topic. Despite the challenge of attending a workforce board meeting in another part of the state, with the miracle of modern airline travel, I was able to be in several places during the same day in Texas. As you all know, it is a big state and that is no small feat.

Certainly, this would have been an easy task if this were their first effort or a start-up. But they run a world-class operation that was noted as one of the top workplaces of 2022 by the Houston Chronicle. So, what can a lowly civil rights director tell a group of folks that are obviously achieving remarkable things?

First, to state the obvious, "diversity, equity and inclusion" have been bandied about to the point that they are almost buzz words. It was time for a deeper dive. How does a company or entity take their programs to the next level? And the answer is simple. You must define the successful effort in terms of a purpose for which you are willing to surrender.

For Hunton, this meant that we engaged in a bit of awareness and observation activities. Indeed, the scope and depth of backgrounds, hobbies, divergence, and connectedness among their executive team was impressive. Naturally, this led to the question of how does an entity ensure that they are achieving their purpose? The purpose was clearly defined in their mission statement – to deliver innovative systems, professional service, comprehensive solutions, and high-quality products to the customer.

The core component of their need to drive value to their customer was not their infrastructure nor their business plans, but it was their people. It was the same people that had an impressive array of knowledge, skills and abilities derived from all walks, cultures, and ways of life. This is true for every single company or entity that wants to succeed at a high level.

The vast and sometimes disparate sets of experiences and base of knowledge must be identified, recognized, and deployed to enrich the customer experience, cement business connections, and profoundly alter the ability of the entity to engage customers and stakeholders in more meaningful ways. Anything else would be fool hearty for those that truly desire greatness.

No race car driver would think of competing with only half of a transmission. No serious writer would discard half of the English language. And no person in a dark room would choose to avoid using an operating flashlight. Diversity, equity, and inclusion is simply a way to capture the value of people and maximize their efforts, background and uniqueness to expose opportunities and win big.

This grander view of taking the talent that you have and becoming great can be espoused in the immortal words of Arthur Ashe – the improbable and only person to ever be champion of both the amateur and men's U.S. Open in a single year. When asked about his achievement despite the long odds, he stated, "start where you are, use what you have, do what you can."

Without much effort or expansive research, one can find that greatness is simply leveraging talent to meet the opportunity. Anything less is selling yourself short of true glory. Being able to unlock and implement all of the talent within an entity, I submit, is the full essence of diversity, equity and inclusion.



2022 HUD Year in Review

WASHINGTON – This year, Secretary Marcia L. Fudge led the U.S. Department of Housing and Urban Development (HUD) to bold action in pursuit of the agency’s mission to create strong, sustainable, inclusive communities and quality affordable homes. These actions aligned with key Biden-Harris Administration priorities, including easing the burden of housing costs, removing barriers to homeownership, expanding the nation’s housing supply, addressing the nation’s homelessness crisis, and keeping Americans housed.

Below is a sampling of the strides HUD made in 2022:

Expanded Access to Affordable Housing and Connected People to Rental Assistance by:

- Keeping more than one million struggling homeowners in their homes through the Federal Housing Administration’s (FHA) home retention options.
- Distributing more than 100,000 housing vouchers to allow very low-income families to choose and lease safe, decent, and affordable privately-owned rental housing.
- Providing legal assistance to low-income tenants at-risk of or subject to eviction by doubling funding for the Eviction Protection Grant Program (EPGP).
- Investing a historic \$1 billion for housing in Tribal communities through the Indian Housing Block Grant program, the Indian Housing Block Grant Competitive program, and the Native Hawaiian Housing Block Grant program.

Increased Housing Supply Through Building, Preservation, and Innovation by:

- Approving HOME-American Rescue Plan allocation plans that will build 10,000 new deeply affordable and supportive housing units and fund services or rental assistance to serve an additional 13,000 people experiencing or at-risk of homelessness.
- Resolving the backlog of applications submitted for FHA insurance on multifamily mortgages and insuring nearly 160,000 rental units at multifamily properties in fiscal year 2022.
- Preserving existing affordable housing through a continuing \$15 billion investments in construction through the Rental Assistance Demonstration (RAD), more than \$430 million in Mixed Finance development deals and \$183 million in grants through the choice neighborhood grants, to 1,300 new mixed-income housing units, starting construction on another 5,600 units, leveraging over \$1.13 billion dollars in additional funding, and supporting community investments such as two grocery stores, business façade improvements, home owner-rehab, and placemaking amenities.
- Improving the quality and safety of the country’s housing stock by proposing the largest set of changes to the Manufactured Home Construction and Safety Standards in over two decades and resuming housing inspections which had been on pause due to the pandemic.
- Hosting the Innovative Housing Showcase on the National Mall, featuring an array of innovative housing prototypes, from modern construction processes like factory building and 3-D printing to energy-efficient materials like low-carbon concrete and insulated panels.

Boosted Wealth-Building and Home Ownership Opportunities for All by:

- Changing FHA’s underwriting policies to allow lenders to use positive rental history in evaluating applicants’ creditworthiness for an FHA-insured mortgage – making it easier for first-time homebuyers to qualify.
- Expanding access to housing counseling so consumers can seek assistance from more than 1,500 HUD-approved housing counseling agencies and the 4,000 HUD-certified housing counselors. Updates to search functionality allows consumers to easily obtain valuable advice on topics such as buying a home, financial planning, foreclosure avoidance, and housing stability.
- Helping low-income renters achieve financial wellbeing by promoting employment opportunities and money management education through a \$113 million investment to expand the Family Self-Sufficiency (FSS) program.
- Selecting a cohort of 18 Public Housing Authorities (PHAs) to try new approaches to encourage the growth of savings accounts and credit building HUD-assisted households as an expansion of the Moving to Work (MTW) Demonstration

Program.

- Launching PAVE, an interagency taskforce committed to rooting out racial and ethnic bias in home valuations.

Ensured Communities Can Prepare for and Recovery from Disaster Equitably by:

- Improving internal and interagency coordination on disaster response and recovery.
- Working with the Government of Puerto Rico to invest in modernization and resiliency of local infrastructure.
- Taking bold action to reduce the HUD's energy and carbon footprint while putting our nation's communities on the path towards a more equitable, efficient, and sustainable housing infrastructure.
- Educating communities on the context of historic inequity in communities exacerbated by disasters and discrimination in the provision of disaster recovery resources, especially for our nation's most vulnerable people through release of the Citizen

Participation and Equitable Engagement (CPEE) Toolkit.

- Releasing over \$5 billion in Community Development Block Grants for Disaster Recovery (CDBG-DR) to support recovery from weather related disasters in 2022 and launched first of its kind public input to more equitably and accurately allocate disaster recovery funds.
- Issued the inaugural \$6.8 million allocation of Rapid Unsheltered Survivor Housing (RUSH) funding to communities impacted by Hurricane Ian. The RUSH assistance supports those experiencing or at risk of homelessness in the aftermath of a disaster.
- Allowing residents of assisted housing to access community solar subscriptions, which sets the stage for 4.5 million families to save without increasing housing costs for residents.
- Encouraging green building and design through reduced mortgage insurance premiums and recognizing the "green status" of these loans to investors.

Address Homelessness with the Urgency it Requires by:

- Supporting implementation of American Rescue Plan programs, like Emergency Rental Assistance and the enhanced Child Tax Credit, that prevented families from housing loss and homelessness.
- Reduced Veteran homelessness by 11 percent since 2020, the largest decline in Veteran homelessness in more than 5 years.
- Organizing leaders from 105 communities across 31 states and territories and the District of Columbia to join House America. Collectively through House America, HUD and its partners are on track to achieve our collective goals to re-house 100,000 people and added 20,000 units of affordable housing to the pipeline.
- Making \$322 million in grants and 4,000 Stability Vouchers available in a first-of-its-kind package of resources to address unsheltered homelessness and homeless encampments, including funds set aside specifically to address homelessness in rural communities. HUD will award these funds in early 2023.
- Expanding the Youth Homelessness Demonstration Program by awarding \$84 million to an additional 17 communities to create youth-led coordinated systems for ending youth homelessness.

Made HUD Easier to Navigate So Our Help Reaches Those Who Need It Most by:

- Taking the bold step of revising the Notice of Funding Opportunity (NOFO) template to reflect Secretary Fudge's commitment to advancing racial equity.
- Launching a first-of-its-kind guide for state, local, and Tribal officials detailing HUD programs, resources, and tools available to support, preserve, and produce affordable homes and to develop thriving neighborhoods where families can enjoy economic security.
- Announcing the formation of the Tribal Intergovernmental Advisory Committee (TIAC), bringing together senior HUD officials and Tribal Leaders to ensure the needs of Tribes are being met in how HUD programs are designed and implemented.
- Assisted state and communities through the HHS-HUD Housing and Services Resource Center to support community living among people with disabilities and older adults by coordinating housing assistance and home-based supportive services.

HUD Awards \$24.7 Million to Provide Affordable Housing to Support Community Living for Non-Elderly People with Disabilities

WASHINGTON – Today, the U.S. Department of Housing and Urban Development (HUD) announced the award of \$24.7 million to 98 local public housing authorities (PHAs) across the country to provide permanent affordable housing to non-elderly persons with disabilities. This award allows these PHAs to house up to 2,210 additional families, and further support community integration for persons with disabilities.

“People with disabilities deserve access to affordable housing that meets their needs,” said HUD Secretary Marcia L. Fudge. “Today’s funding is an important step forward – one that will help more persons with disabilities serve as fully integrated members of their communities and allow them to live independently and with dignity.”

This housing assistance announced today, provided through the HUD’s Section 811 Mainstream Housing Choice Voucher Program, which offers funding to housing agencies to assist non-elderly persons with disabilities who are transitioning out of institutional or other isolated settings, at serious risk of institutionalization, homeless, or at risk of becoming homeless. Mainstream partners, including Centers for Independent Living, state protection and advocacy agencies, Medicaid agencies, and Continuums of Care, collaborate with the PHAs to assist with the application and housing search process.

To help PHAs address rental market conditions that are creating challenges with Mainstream leasing, HUD awarded both new vouchers and extraordinary administrative fees. The \$5 million of extraordinary administrative fees awarded in this round of funding to 88 PHAs can be used to support housing search and leasing up of eligible applicants, in addition to easing costs related to the retention, recruitment, and support of participating owners. This will include security deposits, signing bonuses, vacancy payments, and damage mitigation. All of this will allow PHAs to improve their processes so that families can successfully use their Mainstream voucher.



TWC Welcomes Treviño as the New Commissioner Representing Labor

Media Contact: Angela Woellner

AUSTIN – Gov. Greg Abbott has appointed Alberto “Albert” Treviño, III as the Texas Workforce Commission’s new Commissioner Representing Labor.

“I am honored to serve the interests of 14 million Texans as the Commissioner Representing Labor,” said Commissioner Treviño. “I look forward to working with staff and my fellow Commissioners to continue making Texas the best place to live and work.”

Albert Treviño of Harlingen is a retired U.S. Border Patrol agent. Treviño has nearly 33 years of combined law enforcement and border patrol experience, with 21 years of service to Local 3307 of the National Border Patrol Council (NBPC), where he served as executive vice president. Treviño is the current elected NBPC national treasurer.

“I congratulate Commissioner Treviño on his appointment to the Texas Workforce Commission,” said TWC Chairman Bryan Daniel. “His years of public service will be a valuable asset as we work together to strengthen the Texas economy by expanding opportunities for our Texas workforce.”

Prior to NBPC, Commissioner Treviño served as a police instructor, background investigator, and patrol officer for the Harlingen Police Department. He is a 3rd degree knight of the Knights of Columbus, former member of the City of Harlingen Tennis Advisory Board, and former volunteer for Little League Baseball. Treviño received an Associate Degree in Criminal Justice from Texas Southmost College.

“Congratulations and a warm welcome to Commissioner Treviño,” said TWC Commissioner Representing Employers Aaron Demerson. “I look forward to working together to connect Texas’ workforce with our world-class Texas employers.”

The Office of the Commissioner Representing Labor advocates for the interests of workers with respect to TWC services. Workers may contact the Commissioner’s office for information about TWC services and for referral to agencies or entities that might assist with workplace concerns. For more information, visit <https://www.twc.texas.gov/office-commissioner-representing-labor>.



EEO Violations

Texas

HOUSTON – American Piping Inspection, Inc. (API), an Oklahoma-based testing and piping inspection services company, agreed to pay \$250,000 and to provide other substantial equitable relief to resolve a discrimination and retaliation lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

According to the EEOC’s lawsuit, a Black radiographer hired to work out of API’s Midland, Texas office was subjected to racist remarks by his supervisor, beginning his first day on the job and continuing throughout his employment at API. The supervisor, who was white, used the “N-word” to refer to the radiographer and to other minority employees. He also made highly offensive racist “jokes” in the presence of the radiographer and other employees. Despite the radiographer complaining to API’s vice president, the company took no corrective action. Instead, the defendant’s Midland management subjected the radiographer to harsher discipline compared to other non-Black radiographers. It then fired him, the EEOC said.

LOUIS – Outwest Express, a transportation services company, and American One Source, a professional employer organization that provides human resource services, have agreed to pay \$90,000 to voluntarily resolve a sex discrimination and retaliation charge filed with the U.S. Equal Employment Opportunity Commission, the federal agency announced today. Both companies are based in El Paso, Texas.

The agreement announced today resolves a charge of discrimination filed with the EEOC alleging that a female recruiter was fired immediately after she complained that her boss treated her differently from male employees because of her sex. The recruiter was hired by American One Source and worked at Outwest Express’s Kansas City, Missouri terminal recruiting and training new truck drivers. She alleged that during her three months of employment, her boss repeatedly cursed at and ridiculed her, but that he did not treat male employees in a similarly demeaning manner. She alleged that when she complained to human resources about the treatment, she was fired the next morning.



AUSTIN TENANTS COUNCIL FAIR HOUSING PROGRAM

Austin Tenants Council is a non-profit organization that helps individuals facing housing issues. Our organization believes that “everyone has a right to safe, decent, and fair housing.” Therefore, ATC’s Fair Housing Program works with individuals who experience housing discrimination when renting or buying property. Additionally, we help people with disability that need to submit a reasonable accommodation or modification request to their landlord.

The Austin community receives guidance from our trained Specialists on filing discrimination complaints with the Department of Housing and Urban Development (“HUD”) and submitting proposals for reasonable accommodation or modification to a landlord. The Fair Housing Program also works with volunteer testers who want to make a difference in our community. Volunteer Testers work with our FH Testing Department to ensure fair housing in our community. One of the benefits of being part of our volunteer testing program is that you receive a stipend for being a tester.

For more information regarding filing a discrimination complaint or submitting a request for reasonable accommodation or modification, please call 512-474-1961 or email judith@housing-rights.org

For information on how to become a tester volunteer, please email Giovanni@housing-rights.org.



EVENTS

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>

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>

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 to discuss are low-cost options for your company or complete our form found here. <https://forms.office.com/g/2hRSC8xqVU>

A portion of the work that provided the basis for this publication was supported by funding under a Cooperative Agreement with the U.S. Department of Housing and Urban Development. The substance and finding of the work are dedicated to the public. The author and publisher are solely responsible for the accuracy of the statements and interpretations contained in this publication. Such interpretations do not necessarily reflect the views of the Government.