

# Texas Department of Criminal Justice

## PD-21 (rev. 1), "Anti-Discrimination in the Workplace"

### Summary of Revisions



- Updated the title of the policy.
- Definitions section: Added definitions for "Active Period", "Considerations", "Disciplinary Packet", "High-Level Investigation", "Misconduct", "Supporting Documentation", "Unacceptable Performance", "Violation", and "Work Cycle."
- Discussion Section I.F: Added language for the role of "Employee Representative."
- Discussion Section I.G: Added language for the role of "Witnesses."
- Discussion Section II.B.1: Revised language to include "Discrimination" as a "Type of Discrimination."
- Procedures Section II.B: Revised language to outline the EEO investigation timelines and review process more concisely.
- Procedures Section III.F: Added language defining lower and higher-level violations.
- Procedures Section IV.C: Added language to granting the EEO-Designation Agency Official the ability to reconvene a conduct review as warranted.
- Attachments: Revised extensively for ease of use and to maintain consistency with PD-22, "General Rules of Conduct and Disciplinary Action Guidelines for Employees."
- Attachments: Added attachments for "Conduct Review Process" and the PERS 495a, "EEO Investigation Extension."
- Attachments: Renumbered the PERS 498, "Interim Remedial Actions" form to be the PERS 496. Renumbered the PERS 496, "EEO Investigation Extension" form to be the PERS 495a. Renumbered the PERS 500, "EEO Investigation" form to be the PERS 495.
- Edited for clarity and grammar.