



Texas Department of Criminal Justice

Bobby Lumpkin
Executive Director

January 2, 2026

Dear TDCJ Employee:

The Texas Department of Criminal Justice (TDCJ) is an Equal Opportunity Employer and has zero tolerance for discrimination or harassment. Unlawful employment discrimination or harassment based on race, religion, color, sex, national origin, age, disability (mental or physical), or genetic information is prohibited. Reporting perceived discrimination or harassment, to include sexual harassment, is required and retaliation for reporting will not be tolerated.

In addition to being illegal and offensive, discrimination or harassment in the workplace can result in high turnover, absenteeism, low morale, decreased productivity, and an uncomfortable atmosphere in the workplace. Therefore, it is vital for every employee to be knowledgeable of Personnel Directive (PD-21), "Anti-Discrimination in the Workplace." Violation of this policy may result in disciplinary action, up to and including dismissal.

If you believe you have been subjected to any form of discrimination or harassment, in violation of PD-21 "Anti-Discrimination in the Workplace", I encourage you to report immediately. Options for reporting include:

- Contacting your supervisor
- Calling the TDCJ Employee Resolution/Intake Team at (936) 437-4240
- Filing a complaint as outlined in PD-21
- Online submission of the EEO Complaint E-Form located on the TDCJ Human Resources homepage.

You may also contact the Texas Workforce Commission - Civil Rights Division (TWC-CRD) at 1-888-452-4778 and/or the U.S. Equal Employment Opportunity Commission (EEOC) at 1-800-669-4000.

Supervisors must contact Employee Relations Intake within 72 hours after observing or becoming aware of any alleged discriminatory or harassing conduct.

As always, your continued support in making TDCJ successful is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Bobby Lumpkin".

Bobby Lumpkin
Executive Director

Our mission is to provide public safety, promote positive change in offender behavior, reintegrate offenders into society, and assist victims of crime.

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