

## **202 - DISCRIMINATION AND RETAILIATON**

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### **Section 202.01 County Policy on Discrimination**

Fort Bend County does not discriminate in access to or delivery of County services and programs on the basis of race, color, religion, sex, national origin, age, disability or any other classification protected by state, federal and local laws.

As stated in Section 103, Equal Employment Opportunity, Fort Bend County applies positive employment practices designed to ensure the full realization of equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, and genetic information, or any other classification protected by state, federal and local laws. Improper interference with an individual's ability to achieve or maintain employment based on a protected status is prohibited.

Harassment can be a form of discrimination, and any harassment based on any classification protected by law is prohibited.

### **Section 202.02 Complaints**

If you have a complaint of discrimination you are encouraged to make your complaints known. Employees should refer to Section 601, Dispute Resolution, for information on the preferred complaint process. Complaints will be promptly investigated by the appropriate County official. If the complaint is substantiated, Fort Bend County will take prompt corrective action to end the discrimination, rectify the situation, and discipline the perpetrator as appropriate.

### **Section 202.03 Retaliation**

Fort Bend County will not tolerate retaliation of any kind against employees who bring forth complaints. Employees may feel secure in their right to make good faith complaints of discrimination in the workplace. Steps will be taken to ensure employees do not suffer retaliation for making a complaint or for participating in the investigation of a complaint. Employee's who believe they have been subjected to retaliation are required to report the retaliation to the Human Resources Department or other County official.

### **Section 202.04 Violation of Policy**

Fort Bend County employees who perpetuate discrimination or retaliation in the work place are in violation of this policy, and will be subject to discipline, up to and including termination of employment and referral to an appropriate law enforcement agency. Any Fort Bend County employee in a supervisory position who receives a complaint of harassment, discrimination or retaliation and fails to take steps to investigate, report or end the reported behavior, is in violation of this policy and will be subject to discipline, up to and including termination of employment. The Human Resources Department is available to assist all County employees in addressing these concerns in the workplace.

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Policy Approved and Adopted By:  
Fort Bend County Commissioners Court  
January 25, 2000  
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Revised: February 1, 2011