

Texas Department of Public Safety
Equal Employment Opportunity Statement and Department Recruitment Plan

Statement of Commitment

As an employer, the Texas Department of Public Safety welcomes the opportunity to affirm our continuing policy to provide equal employment and advancement opportunities to all people, without regard to race, national origin, gender, religion, age, disability or color. The Department is dedicated to establishing a work environment that is free from discrimination.

Through dedicated recruitment efforts, the Department strives to mirror Texas' available workforce in all equal employment (EEO) categories.

Equal Employment Opportunity

It is the policy of the Department that all employees and applicants for employment are guaranteed equal employment opportunity. Essentially, this means that we will not discriminate against any worker or job applicant on the basis of race, color, religion, gender, age, national origin or disability.

Recruitment, selection, placement, transfer, promotion, reinstatement, training and education, tuition assistance, compensation and layoff decisions made by the Department will be based upon the job-related criteria only. Employees who apply for promotions or transfers will be given equal consideration.

It is our policy that supervisors and managers shall be made aware that they must use only objective, job-related criteria when selection workers for any employment-related action, including hiring, training, promotions and terminations. They shall receive initial training and periodic refresher courses in administering the Department's equal employment opportunity policy.

All DPS employees will be provided training regarding their rights under basic employment laws and information regarding the Department's policies and procedures in regard to equal employment opportunity, sexual harassment prevention and discrimination and retaliation prohibitions. All employees will receive refresher training every two years as required by §21.010 of the Texas Labor Code.

All other personnel policies and practices of the Department, including compensation, discipline, safety and health programs, and any other employment activity not specifically mentioned, will be administered and conducted without regard to an individual's race, color, religion, gender, age, national origin or disability.

To the extent possible, reasonable accommodation shall be made for religious needs and for individuals with disabilities. As an employer, we will continually review our personnel practices and procedures to ensure that all supervisors and managers are adhering to our commitment to Equal Employment Opportunity principles, but our commitment extends beyond current practice and procedure. The Department will exercise good faith efforts to provide hiring and promotional opportunities for members of target groups, including minorities and women,