

DPS Chaparral



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Discrimination, Sexual Harassment and Unprofessional Conduct Policy

By Kevin S. Casey
Employee Relations Officer

To ensure continued compliance with U.S. Supreme Court and other federal court rulings and changes in federal law, section 18.25 of the General Manual has been updated (effective September 10, 2003).

Discrimination, sexual harassment and retaliation are strictly prohibited by law and Department policy. Unprofessional conduct covers behavior that does not rise to the legal definition of discrimination or sexual harassment, but is nevertheless unacceptable and prohibited by the Department.

Key things all employees need to know:

- ❖ The Department strictly prohibits discrimination, sexual harassment, retaliation and unprofessional conduct.
- ❖ The policy covers both employees and any one who has a working relationship with the Department (e.g., county secretary, contractor, intern).
- ❖ Any employee who believes he or she is being discriminated against, sexually harassed, or retaliated against because of his or her involvement in an investigation, must report such behavior to the chain of command, Employee Relations Officer or the Equal Employment Opportunity Officer.
- ❖ Employees do not need supervisory authority to report an allegation under this section.
- ❖ Any supervisor or manager who learns of a possible violation of this policy is required to report such to the chain of command and the Employee Relations Officer or the Equal Employment Opportunity Officer.

The policy can be found in both the General Manual and in Outlook/Public Folders/All Public Folders/Employee Relations/General Information/Section 18.25, Discrimination and Sexual Harassment.

If you have any questions about this policy, please contact Equal Employment Opportunity Officer Larissa Schmidt, (512) 424-7172, or Employee Relations Officer Kevin S. Casey, (512) 424-5076.



Dear Fellow Employee,

DPS continues to contribute to the nation's war efforts. Currently, 42 employees are on military activation; 62 employees have been on military activation and have returned to DPS. Many more employees have family members who are serving in the military.

Recently, I received a special visit from Sgt. **David Stading**, who usually supervises the Georgetown driver license office, but now is serving in Baghdad in the U.S. Army Reserves. He presented to DPS an American flag that had flown over Baghdad on Sept. 11, 2003. The flag, and the photo of the flag flying that accompanied it, are a special reminder of the sacrifices many of us are making. Thank you.

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The DPS Museum needs your help. The museum board asks that you provide them with the names of potential benefactors in your area. The board will then contact those potential benefactors to see whether they would be interested in donating to the DPS Museum. Please contact the museum at 512-459-4046 or by mail at P.O. Box 141603, Austin TX 78714-1603.

Thomas A. Davis Jr.

Awards

Fred Allen Bryant of Waxahachie received a Director's Award after he rescued a toddler from a burning car in Ellis County. Bryant witnessed a passenger car lose control on I-35 and smash into an 18-wheeler. As he ran to help, he heard crying and found a two-year-old boy in a car seat in the twisted wreckage. With both vehicles and surrounding grass on fire, Bryant ignored the danger to himself and rescued the child just before an explosion. The boy's parents and grandmother perished in the wreck. Bryant was nominated by Sgt. **Johnny Bekkelund**, HP Cleburne, and the District 6A Accident Reconstruction Team.

Seven-year-old Cassidy Norton became the youngest Director's Award recipient ever for helping get assistance for her mother after a one-vehicle wreck in Denton County. The mother, who was not wearing her seat belt, was ejected and immobilized. The temperature was near freezing and there was a strong wind blowing. Dressed in her gym shorts with blood steaming down her face, Cassidy made her way to a home about a quarter of mile away. The mother recovered from her injuries. Cassidy was nominated by **Steven Oliver**, HP Denton.

Short Shots

FBI graduate

Lt. **Gary de los Santos**, Texas Rangers San Antonio, graduated from the 215th Session of the FBI National Academy in Virginia.

The season of giving

IMS bake sales at Austin HQ raised more than \$1,270 in cash for the Cedar Park Blue Santa program. Meanwhile, Leander High school donated hundreds of stuffed animals, which were then distributed to troopers throughout the state to comfort children who have been in wrecks.

Mile Markers

Promotions

THP

Michelle Denise Johnson, Sgt., HP McAllen to Lt., HP San Antonio; **James B. Holland**, Sgt., HP Webster to Lt., HP Conroe; **Timothy Alan Lite**, Sgt., HP Devine to Lt., HP Corpus Christi; **Timothy Clayton Smith**, Sgt., HP Crockett to Lt., HP Tyler;

Jeremy C. Nordloh, Sgt., CVE Houston to Lt., CVE Houston; **Maria Guadalupe Rodriguez**, Sgt., CVE McAllen to Lt., CVE Brownsville; **Rene Garza**, Sgt., CVE San Antonio to Lt., CVE Laredo; **Kennis Miles, Jr.**, Sgt., CVE Hurst to Lt., CVE Garland; **John Randal Larocque**, Sgt., HP Austin to Lt., Motor Carrier Austin;

Wayland Harvey Jennings, Jr., Supv., Veh. Insp. Houston to Reg. Supv., Veh. Insp. Midland; **Eula Yvette Young**, Operator IV, Comm. Garland to Supv., Comm. Abilene.

CLE

Awilda Cartagena, Sgt., Spec. Crimes Garland to Lt., Spec. Crimes Garland; **David Michael Franklin**, Sgt., Spec. Crimes Austin to Lt., Spec. Crimes McAllen.

Retirements

Bonifacio Esquivel, Capt., Narcotics Svc. Austin, 27 yrs., 3 mos., 16 days; **Agapito L. Cantu**, Sen. Tr., HP Harlingen, 15 yrs., 3 mos.; **Karen Lee Rystad**, Examiner, DLD Aransas Pass, 30 yrs., 6 mos., 21 days; **Wanda Porter Thurman**, Admin. Asst. III, Crime Records Austin, 30 yrs., 4 mos., 11 days;

Dudley Edward Speed, Sgt., Spec. Crimes Midland, 28 yrs., 9 mos., 18 days; **Lois Jean Dancy**, Examiner, DLD San Antonio, 23 yrs., 2 mos.; **Yolanda Lopez Hernandez**, Criminalist VI, Breath Alcohol Testing Hurst, 13 yrs., 1 mo., 15 days.

Deaths

Catherine Berry, ret. Clerk II, Accounting Austin (Oct. 1962 – April 1987) died Jan. 4, 2004; **Javier Cantu**, Tr., CVE Brownsville (July 1998 – Dec. 2003) died Dec. 29, 2003; **Winston Charles Padgett**, ret. Sgt. Investigator, Spec. Crimes Beaumont (Dec. 1960 – Sept. 1993) died Dec. 25, 2003.



On the mend...

Best wishes for a speedy recovery from line-of-duty injuries go to:

Trooper Jack Lawson THP Bowie, injured while chasing suspects.

Trooper Esther Racus DLD Houston, injured shoulder during space shuttle recovery effort.

Michael Reisen, HP Capitol, injured while tackling suspect in August.