



Texas State
Soil & Water
Conservation
Board



Texas State Soil and Water Conservation Board

Equal Employment Opportunity Training





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EEO Statement

- The Soil and Water Conservation District is an equal opportunity employer, and does not discriminate against job applicants or employees on the bases of race, color, national origin, religion, sex, age, disability or veteran's status.



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Title VII of the Civil Rights Act of 1964, as amended

- This law covers personnel decisions that could affect employment opportunities.
- It prohibits employment discrimination by public & private employers in personnel decisions **because** of race, color, national origin, religion and sex.



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Factors to consider

- **Race**-Identifies classes of people that can be viewed as genetically separate (i.e. Caucasian American, African American, Asian American, Pacific Islander American, and Alaskan Native).



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Factors to consider

- **Color**-Color discrimination can occur because of a White (Anglo) person's preference for, or aversion to, persons whose skin color differs from his/her own.
- It can also occur within the same racial group as members of the group may have biases against those whose skin is lighter or darker than their own.



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Factors to consider

- **National Origin**- An individual's place of birth, the place of birth of the individual's ancestors or an individual who retains the cultural characteristics and/or language of the individual's ancestor (i.e. Hispanic American).



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Factors to consider

- **Religion**-Moral or ethical beliefs as to what is right and wrong which are sincerely held with the strength of traditional religious views. Religious practices includes both religious observances & practices.



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Factors to consider

- **Sex**-Male & Female



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Americans with Disabilities Act (ADA)

- Prohibits employment discrimination against individuals with disabilities and requires businesses and government entities to be accessible.



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Age Discrimination in Employment Act of 1967 (ADEA), as amended

- Prohibits employment discrimination by public & private employers in personnel decisions **because** of a person's age (40 & older)



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Equal Pay Act of 1963

- Federal law that prohibits employment discrimination in compensation (pay) **based** on sex (male/female) when the circumstances are the same.
- Employers may not pay unequal wages to men and women who perform jobs that require substantially equal skill, effort and responsibility, and are performed under similar working conditions in the same establishment.
- Unless they can justify the difference by current market or other justification.



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Sexual Harassment Compliance with EEO Law

- What is sexual harassment?
 - A form of discrimination based on sex
 - Unwelcome sexual advances
 - Requests for sexual favors
 - Verbal or physical conduct of a sexual nature



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Sexual Harassment Compliance with EEO Law-continued

- Factors of a Hostile Work Environment
 - Whether the conduct was verbal or physical or both
 - How frequently it was repeated
 - Whether conduct was hostile or offensive
 - Whether the alleged harasser was a coworker or a Supervisor
 - Whether the others join in perpetrating the harassment
 - Whether the harassment was directed at more than one person



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Employer's Responsibilities

- Establish a written policy of **no tolerance**
- Train all Employee-awareness especially the supervisors
- Implement a simple, non-intimidating compliant process
- Delegate responsibility of enforcing the policy

Thank You



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- If you have any questions about how to comply with these laws, or any general questions about Equal Employment Opportunity Law, contact your field representative.