

204 – NON-RETALIATION AND WHISTLEBLOWER PROTECTION

**Section 204.01
Retaliation Prohibition**

Fort Bend County will not tolerate retaliation of any kind and in any manner. This protection extends to individuals who in good faith bring forth complaints about unlawful activities, workplace discrimination, harassment, or violence, and to individuals who serve as witnesses in investigations into such conduct.

Adverse employment actions include demotion, suspension, failure to promote, termination, unfair pay decisions, or other punitive actions that could have the effect of deterring a reasonable person from participating in the complaint process. Employees who feel they have suffered retaliation should bring their concerns to Human Resources so that appropriate action can be taken to protect the employee.

Supervisors and other officials in the County shall be respectful of the right of employees to bring forth complaints without fear of retaliation. Any supervisor who is found to have retaliated against an employee will be in violation of this policy and subject to appropriate discipline.

**Section 204.02
Whistleblower Act**

The Texas Whistleblower Act, Section 554.002 of the Texas Government Code, prohibits a state or local government entity from suspending or terminating the employment of, or taking other adverse personnel action against a public employee, who in good faith, reports a violation of the law by the employing governmental entity or another public employee to an appropriate law enforcement authority.

Fort Bend County employees are urged to report any violation of the law to the appropriate law enforcement agency.

Policy Approved/Revised and Adopted By:
Fort Bend County Commissioners Court
January 25, 2000
Revised: September 30, 2003
Revised: February 1, 2011
Revised: September 25, 2018

Effective September 25, 2018, this policy includes content on retaliation formerly found in Section 202: Discrimination and Retaliation.