
LCRA BOARD POLICY

201 – EMPLOYMENT PRACTICES

March 26, 2025

201.10 PURPOSE

This policy establishes broad guidelines for equal opportunity employment and other employment matters.

201.20 POLICY

It is the policy of LCRA to provide equal employment opportunity to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, pregnancy, genetic information, sexual orientation, marital status, status as a veteran or disabled veteran, or any other characteristic protected by applicable federal, state or local law. In addition, LCRA will provide reasonable accommodations for otherwise qualified disabled individuals. LCRA will only employ individuals legally authorized to work in the United States.

Employment and advancement opportunities will be provided based on qualifications, educational background, experience and job requirements. Employees are entitled to fair pay, reasonable hours of work, training and development opportunities, a drug-free workplace, and safe working conditions.

201.30 REPORTING

The general manager/CEO annually will submit a report to the LCRA Board of Directors that describes the organization's efforts to accomplish the policy set out above.

EFFECTIVE: Dec. 31, 1984. Amended July 23, 1992; Oct. 20, 1999; June 20, 2012; and Sept. 21, 2016. Reaffirmed March 26, 2025.