

**RULE 11**  
**PROHIBITIONS AND PENALTIES**

**11.01 POLITICAL AND RELIGIOUS DISCRIMINATIONS FORBIDDEN :**

(a) No person may be denied employment or promotion or in any way favored or discriminated against by reason of his political or religious opinion or affiliation or by reason of race, sex, national origin, color, disability, military or Vietnam veteran status.

(b) No person shall use his or her official authority or influence to coerce political action of any person or body.

**11.02 POLITICAL ACTIVITY :**

No employee shall:

(a) Be under any obligation to contribute to any fund or render any political service, and no person shall be removed or otherwise prejudiced for refusing to do so.

(b) Solicit contributions for nor be solicited to contribute to any political party or campaign.

(c) Solicit nomination, election, or appointment as an elected official to a public office if such solicitation would conflict with his duties as an employee of the Harris County Sheriff's Department.

(d) Accept nomination, election, or appointment as an elected official to a public office if the duties imposed upon him by such public office would be violative of the Texas Constitution's prohibition against dual office-holding or would conflict with his duties as an employee of the Harris County Sheriff's Department.

(e) The Sheriff or his designated representative shall determine whether the employee's solicitation or acceptance of nomination, election, or appointment as an elected official to a public office is prohibited under this Rule. Upon making such determination, the Sheriff or his designated representative shall promptly notify the employee in writing. If the Sheriff or his designated representative determines that such solicitation or acceptance is prohibited, the employee may appeal such determination to the Civil Service Commission within five (5) calendar days of his receipt of the written determination. The Civil Service Commission may conduct a hearing to review the determination, but in any event, shall promptly notify the employee of its decision.

**11.03 FRAUD PROHIBITED :**

No person shall willfully or corruptly, by himself or in cooperation with any other person or persons:

(a) Defeat, deceive, or obstruct any person in respect to his or her rights in relation to any examination or appointment in the Department.

(b) Willfully falsely mark, grade, estimate, or report upon the examination or proper standing of any person examined or certified pursuant to the Civil Service law, ordinances, or rules pertaining to the classified service, or the service rating of any employee or aid in doing so, or willfully make any false representation concerning the same, or concerning any persons examined.

(c) Furnish any person any special or secret information for the purpose of either improving or injuring the prospects or chances of such person in connection with any examination or appointment.

(d) Impersonate any other person or permit or aid in any manner any other person to impersonate him in connection with any examination, appointment or request for examination.

Amended 8/24/95