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June 12, 2020

INVESTIGATION REPORT SUMMARY

I. Investigation Assignment:

On 2.20.20, the Travis County Attorney's Office (TCAO) informed the Complainant's attorney the investigation assignment in an email as follows:

"Ms. Gonzales will be investigating the facts relevant to the claims of discrimination asserted by Mr. Wallace regarding his separation from employment. The findings will be reviewed by the Central Health Board pursuant to the policy regarding Complaint Resolution for Employees Who Report Directly to the CEO. She is authorized to explore all necessary facts. If she requires a follow up, I am confident you and she can schedule that accordingly."

On 2.27.20, the TCAO further instructed the investigation assignment in an email as follows:

"Ms. Gonzalez is investigating Mr. Wallace's complaint of discrimination related to his termination of employment. Ms. Gonzalez is asked to inquire into areas that are relevant to that complaint so it can be thoroughly investigated."

II. Allegations:

Complainant alleges the CEO called him in early October of 2019 and told him the TCAO investigation was complete and that the allegations of the Board Member had been corroborated and based on that and the previous incidents, he had an option to resign in lieu of termination of employment. Complainant alleges he was under duress when he accepted the opportunity to resign in lieu of termination of employment. Complainant alleges his resignation under duress is racial discrimination and retaliation for filing a Charge of Discrimination against Central Health Board when he was not selected for the CEO position.

III. Conclusion:

No evidence was discovered to support Complainant's allegations that the reasons given by the CEO for his decision to offer resignation in lieu of termination are pretext for discrimination. No evidence was discovered to support Complainant's allegations that he suffered race discrimination when he was offered resignation in lieu of termination or retaliation for filing the Charge of Discrimination.