

**Texas Workforce Commission
Civil Rights Division
Housing Discrimination
No Reasonable Cause Determination Reconsideration Process**

Below are the specific steps of the reconsideration review process:

A Housing complainant may ask CRD to reconsider its Determination of No Reasonable Cause within the first thirty days from the case closure date. Requests for reconsideration must be in writing and must set forth the specific reasons why the complainant believes that the Determination of No Reasonable Cause is in error. Reconsideration requests must be limited to the allegations and issues in the complaint. The complainant must identify the relevant information that he or she believes is incorrect, or that was omitted from the complaint investigation. The request must include all new and material evidence that the complainant believes supports the reconsideration request.

Direct all reconsideration requests to: Director, Civil Rights Division, Texas Workforce Commission, 101 E. 15th Street, Guadalupe CRD, Austin, TX 78778.

Upon receipt of a request for a reconsideration of a no reasonable cause determination, the Texas Workforce Commission Civil Rights Division (TWCCRD) notifies the complainant that the request has been received in writing by e-mail or regular mail. In the correspondence acknowledging receipt of the reconsideration request, the complainant is invited to submit any additional evidence pertinent to the investigation.

The TWCCRD Director or TWCCRD Housing Manager reviews all of the materials from the investigation and any additional evidence that the complainant provides during the reconsideration review period. TWCCRD may contact the respondent for additional evidence, if necessary.

When appropriate, additional investigational activities may be conducted. On a case-by-case basis, either the investigator assigned to the case or the Management team member conducting the reconsideration will be responsible for conducting the additional investigative activities.

A Management team member from TWCCRD then informs the complainant in writing either by e-mail or regular mail if the TWCCRD has affirmed its finding of "No Reasonable Cause." If TWCCRD instead has decided to re-open the complaint, both parties are informed. If TWCCRD decides to re-open the complaint, the investigation and conciliation stages of the process are resumed. If TWCCRD affirms its finding of "No Reasonable Cause," TWCCRD takes no further action on the complaint.

If the complainant disagrees with TWCCRD's determination that there was no reasonable cause to believe that discrimination occurred or was about to occur, the complainant can file a civil court action in the appropriate state or federal district court.