

1 **CHAPTER 800. GENERAL ADMINISTRATION**

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3 **ADOPTED RULES TO BE PUBLISHED IN THE *TEXAS REGISTER*. THIS**  
4 **DOCUMENT WILL HAVE NO SUBSTANTIVE CHANGES BUT IS SUBJECT TO**  
5 **FORMATTING CHANGES AS REQUIRED BY THE OFFICE OF SECRETARY OF**  
6 **STATE.**

7  
8 The Texas Workforce Commission (TWC) adopts the following new subchapter to Chapter 800,  
9 relating to General Administration:

10  
11 Subchapter N. Reporting Workplace Violence, §800.600

12  
13 New Subchapter N Reporting Workplace Violence, §800.600, is adopted *without changes* to the  
14 proposal, as published in the October 20, 2023, issue of the *Texas Register* (48 TexReg 6201),  
15 and, therefore, the adopted rule text will not be published.

16  
17 **PART I. PURPOSE, BACKGROUND, AND AUTHORITY**

18 The purpose of the Chapter 800 rule change is to establish rules as required by House Bill (HB)  
19 915, 88th Texas Legislature, Regular Session (2023), which added Chapter 104A to the Texas  
20 Labor Code. HB 915 requires employers to post a notice to employees providing contact  
21 information so that employees can anonymously report their concerns regarding workplace  
22 violence or suspicious activities to the Texas Department of Public Safety.

23  
24 **PART II. EXPLANATION OF INDIVIDUAL PROVISIONS**

25  
26 **SUBCHAPTER N. REPORTING WORKPLACE VIOLENCE**

27 **The Commission adopts new Subchapter N as follows:**

28  
29 New Subchapter N, regarding reporting workplace violence, provides rules regarding the form  
30 and content of a reporting workplace violence poster as required by HB 915 and Texas Labor  
31 Code Chapter 104A.

32  
33 **§800.600. Reporting Workplace Violence**

34 New §800.600 prescribes the form and content of a reporting workplace violence poster as  
35 required by HB 915 and Texas Labor Code Chapter 104A.

36  
37 TWC hereby certifies that the final rule has been reviewed by legal counsel and found to be  
38 within TWC's legal authority to adopt.

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40 **PART III. PUBLIC COMMENTS**

41 The public comment period closed on November 20, 2023. No comments were received.

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43 **PART IV. STATUTORY AUTHORITY**

44 The rule is adopted under Texas Labor Code §104A.003, as enacted by House Bill 915, 88th  
45 Texas Legislature, Regular Session (2023), which provides TWC authority to prescribe the form  
46 and content of the notice required under Texas Labor Code Chapter 104A.

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2 The adopted rule affects Title 3, Texas Labor Code, particularly Chapter 104A.

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1 **CHAPTER 800. GENERAL ADMINISTRATION**

2  
3 **SUBCHAPTER N. REPORTING WORKPLACE VIOLENCE**

4  
5 **§800.600. Reporting Workplace Violence.**

- 6  
7 (a) The purpose of this subchapter is to prescribe the form and content of the reporting  
8 workplace violence poster as required by House Bill 915, 88th Texas Legislature,  
9 Regular Session (2023), and Texas Labor Code Chapter 104A.
- 10  
11 (b) Definitions:
- 12  
13 (1) In this section, "Employee" and "Employer" shall have the meanings  
14 established under Texas Labor Code §104A.001.
- 15  
16 (2) "Notice" means a notice to employees of the contact information for reporting  
17 instances of workplace violence or suspicious activity to the Texas Department  
18 of Public Safety.
- 19  
20 (c) Each employer shall post the notice described in subsection (b) of this section:
- 21  
22 (1) in a conspicuous place in the employer's place of business;
- 23  
24 (2) in sufficient locations to be convenient to all employees; and
- 25  
26 (3) in English and Spanish, as appropriate.
- 27  
28 (d) A notice under this subchapter complies with Texas Labor Code, Chapter 104A, if, at  
29 a minimum, the following is conveyed:

30  
31 **Reporting Workplace Violence**

32 Employees can report instances of workplace violence or suspicious activity by  
33 contacting the Department of Public Safety (DPS) through the iWatchTexas  
34 Community Reporting System at [www.iwatchtx.org](http://www.iwatchtx.org), or by calling 844-643-2251.  
35 Employees have the right to make a report to DPS anonymously.

36  
37 **Reportando La Violencia en el Trabajo**

38 Los empleados pueden denunciar casos de violencia en el trabajo o actividades  
39 sospechosas comunicándose con el Departamento de Seguridad Pública (DPS) a  
40 través del Sistema de Informes Comunitarios iWatchTexas en [www.iwatchtx.org](http://www.iwatchtx.org),  
41 o llamando al 844-643-2251. Los empleados tienen derecho a presentarle una  
42 queja al DPS de forma anónima.

- 43  
44 (e) The Agency will make an electronic copy of the Reporting Workplace  
45 Violence poster available on the Agency's website, which will be free of  
46 charge and allow employers to print a copy of the poster.