

**Texas Department of Criminal Justice  
Guidelines for Disciplinary Actions  
Level One Violations**

<b>NO.</b>	<b>DESCRIPTION</b>
5a.	Reckless Endangerment: Life Endangerment
9.	Gambling on State Property
18a.	Possession, Delivery, or Removal of the Following: (1) Alcoholic Beverage; (2) Controlled Substance; or (3) Deadly Weapon without Authorization
18b.	Delivery of the Following to an Offender: (1) Alcoholic Beverage; (2) a Drug Other than an Authorized Controlled Substance for Medical Purposes; (3) Cell Phone, Other Wireless Communication Device, or a Component of One of those Devices; (4) Cigarette or Other Form of Tobacco; or (5) Money
19.	Use of Alcohol or Illicit Drugs on the Job
21.	Discrimination or Harassment Against Persons of a Protected Class or Retaliation
22b.	Harassing or Retaliating Against an Offender or Another Individual for Participating in an Official Investigation or Inquiry or for Pursuing Legal Activities, Such as Petitioning the Courts
24d.	Use of Excessive or Unnecessary Force - Non-Provoked with Serious Injuries
25d.	Failure to Report: Relating to Use of Deadly, Excessive, or Unnecessary Force - Non-Provoked with Serious Injuries
31.	Conviction of a Felony
34a.	Committing Bribery
35.	Aiding and Abetting an Escape
40.	Possession, Use, Sale, or Delivery of Illicit Drugs or Drug Paraphernalia
42a.	Cohabitation with Offender
42d.	Sexual Misconduct with Offender
43.	On-Duty or Off-Duty Conduct
44.	Tampering with a Witness
45.	Failure to Submit to Search
46.	Falsification of the State of Texas Application for Employment
47.	Refusal to Submit to Alcohol or Drug Tests
48.	Failure to have a Negative Alcohol or Drug Test Result or Failure to Comply with Conditions of a Treatment Agreement
49.	Misuse of Official Authority or Information

<b>DISCIPLINARY ACTION</b>				
	<b>FIRST</b>	<b>SECOND</b>	<b>THIRD</b>	<b>FOURTH</b>
Dismissal	Only			
Dismissal shall be recommended for a level 1 violation. Only the executive director, deputy executive director, or the appropriate division director is authorized to impose a less severe disciplinary action. A reprimanding authority may submit a recommendation to retain an employee who has committed a level 1 violation. The recommendation shall be attached to the PERS 186, Dismissal Recommendation and Action form, for consideration by the executive director, deputy executive director, or the appropriate division director.				