



ATTORNEY GENERAL OF TEXAS  
GREG ABBOTT

July 7, 2009

Mr. Ronald J. Bounds  
Assistant City Attorney  
City of Corpus Christi  
P.O. Box 9277  
Corpus Christi, Texas 78469-9277

OR2009-09347

Dear Mr. Bounds:

You ask whether certain information is subject to required public disclosure under the Public Information Act (the "Act"), chapter 552 of the Government Code. Your request was assigned ID# 348449.

The City of Corpus Christi Human Relations Department (the "department") received a request for "a complete copy of the [department's] file" concerning a named individual. You claim that the submitted information is excepted from disclosure under section 552.101 of the Government Code. We have considered the exception you claim and reviewed the submitted information.<sup>1</sup>

Section 552.101 of the Government Code excepts from public disclosure "information considered to be confidential by law, either constitutional, statutory, or by judicial decision." Gov't Code § 552.101. This exception encompasses information that other statutes make confidential. Section 2000e-5 of title 42 of the United States Code provides in relevant part:

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<sup>1</sup>We assume that a "representative sample" of records submitted to this office is truly representative of the requested records as a whole. See Open Records Decision Nos. 499 (1988), 497 (1988). This open records letter does not reach, and therefore does not authorize the withholding of, any other requested records to the extent that those records contain substantially different types of information than that submitted to this office.

Whenever a charge is filed by or on behalf of a person claiming to be aggrieved . . . alleging that an employer . . . has engaged in an unlawful employment practice, the [EEOC] shall serve a notice of the charge . . . and shall make an investigation thereof . . . Charges shall not be made public by the [EEOC]. If the [EEOC] determines after such investigation that there is reasonable cause to believe that the charge is true, the [EEOC] shall endeavor to eliminate any such alleged unlawful employment practice by informal methods of conference, conciliation, and persuasion. Nothing said or done during and as a part of such informal endeavors may be made public by the [EEOC], its officers or employees, or used as evidence in a subsequent proceeding without the written consent of the persons concerned. Any person who makes public information in violation of this subsection shall be fined not more than \$1,000 or imprisoned for not more than one year, or both[.]

42 U.S.C. § 2000e-5(b). Under this provision, if the EEOC had processed the discrimination charges to which the information at issue pertains, the EEOC would be prohibited from releasing information about the charges that were made. You indicate, however, the department processed these charges on behalf of the EEOC. You assert the department acts as the EEOC's agent in processing these charges and is therefore subject to the confidentiality requirements of section 2000e-5(b).

You state the EEOC is authorized by statute to utilize the services of state and local fair employment practices agencies to assist in meeting its statutory mandate to enforce laws prohibiting employment discrimination. *See id.* § 2000e-4(g)(1). You state the department is a local agency that is authorized by section 21.152 of the Labor Code to investigate complaints of employment discrimination. You also state the department has a "work sharing agreement" with the EEOC, which you have submitted. The agreement provides in relevant part that "the EEOC and the [department] each designate the other as its agent for the purpose of receiving and drafting charges[.]" The United States Court of Appeals for the Fifth Circuit has acknowledged that such a work sharing agreement creates a limited agency relationship between the parties. *See Griffin v. City of Dallas*, 26 F.3d 610, 612-13 (5th Cir. 1994) (holding that limited designation of agency in work sharing agreement is sufficient to allow filing with EEOC to satisfy filing requirements with Texas Commission on Human Rights).

You state that, in rendering performance under the work sharing agreement, the department is supervised by the EEOC's contract monitor, and the tasks the department performs and the manner in which it performs them are limited by the terms of the agreement and by EEOC rules and regulations. Under these circumstances, we agree with your assertion that under accepted agency principles, the department acts as the EEOC's agent in processing charges on behalf of the EEOC. *See Johnson v. Owens*, 629 S.W.2d 873, 875 (Tex. App.—Fort Worth 1982, writ ref'd n.r.e.) ("An essential element of proof of agency is that the alleged principal has both the right to assign the agent's task and to control the means and details of

the process by which the agent will accomplish the task.”). We also agree that, as an agent of the EEOC, the department is bound by section 2000e-5(b) of title 42 of the United States Code and may not make public charges of discrimination that it handles on the EEOC’s behalf. *See* 42 U.S.C.2000e-5(b); *see also* *McMillan v. Computer Translations Systems & Support, Inc.*, 66 S.W.3d 477, 481 (Tex. App.—Dallas 2001, no pet.) (under principles of agency and contract law, fact that principal is bound can serve to bind agent as well). Therefore, without the respondent’s consent to release the information, we conclude the department must withhold the submitted information under section 552.101 of the Government Code as information that is made confidential by law.

This letter ruling is limited to the particular information at issue in this request and limited to the facts as presented to us; therefore, this ruling must not be relied upon as a previous determination regarding any other information or any other circumstances.

This ruling triggers important deadlines regarding the rights and responsibilities of the governmental body and of the requestor. For more information concerning those rights and responsibilities, please visit our website at [http://www.oag.state.tx.us/open/index\\_orl.php](http://www.oag.state.tx.us/open/index_orl.php), or call the Office of the Attorney General’s Open Government Hotline, toll free, at (877) 673-6839. Questions concerning the allowable charges for providing public information under the Act must be directed to the Cost Rules Administrator of the Office of the Attorney General at (512) 475-2497.

Sincerely,



Christina Alvarado  
Assistant Attorney General  
Open Records Division

CA/rl

Ref: ID# 348449

Enc. Submitted documents

cc: Requestor  
(w/o enclosures)