

Executive Order 2008-1

- In accordance with the Supplemental Relief Order approved by the Cook County Board of Commissioners and the United States District Court, any class member who believed that he or she was a victim of unlawful political discrimination in connection with hiring or any aspect of government employment with Cook County under the jurisdiction of the Cook County Board President had the opportunity to file a claim with the Compliance Administrator.
- The Compliance Administrator has fulfilled her duties in reviewing and adjudicating the complaints filed and it is essential that employees or other class members who are in receipt of an award based upon the Compliance Administrator's findings be free from reprisal for their cooperation and not be retaliated against for a submission of a claim or for a receipt of an award.
- On September 2, 2008, Cook County Board President Todd H. Stroger, signed Executive Order 2008-1 ("Order 2008-1") expressly prohibiting the retaliation against individuals complaining to or cooperating with the Compliance Administrator in an investigation conducted by her in the performance of her court appointed duties. Order 2008-1 further prohibits retaliation against individuals who have received an award by the Compliance Administrator as a result of her adjudication of complaints of unlawful political discrimination.
- Order 2008-1 prohibits retaliation against individuals for complaining to or assisting the Independent Inspector General in investigating allegations of unlawful political discrimination.
- Any employee who believes they have been retaliated against for unlawful political reasons or for their cooperation with the Compliance Administrator or with the Independent Inspector General has a duty to report such to the Independent Inspector General for investigation.
- Order 2008-1 confirms that anyone found to have engaged in retaliation or to have knowingly submitted a false report alleging retaliation shall be subject to disciplinary action up to and including termination of their employment.
- This Order further seeks to ensure that all County officers and employees continue to assist the Compliance Administrator and Independent Inspector General without fear of retaliation for their cooperation.

Cook County's Continued Prohibition of Unlawful Political Discrimination

- On November 29, 2006, the Cook County Board of Commissioners enacted Ordinance 06-O-52 amending Chapter 44, Article II, Section 44-56 of the County's Personnel Policies to prohibit political discrimination in all aspects of Cook County employment, including hiring, promotion, discharge, award of overtime and transfer of employees in non-exempt positions under the Office of the President.
- The Ordinance further states that it is the duty of every County employee who learns of any unlawful political discrimination in any aspect of government employment within the County, or who believes that such unlawful political discrimination has occurred or is occurring is to report this information to the Cook County Inspector General. Violations of this Ordinance may result in discipline up to an including discharge.
- On September 3, 2008, under the lead sponsorship of President Todd H. Stroger, Chapter 44, Article II, Section 44-56 of the Cook County Code of Ordinances was amended to strengthen the prohibition of unlawful political discrimination, define political reasons and factors and to prohibit retaliation.
- The September 3, 2008 Ordinance Amendments approved unanimously by the Board of Commissioners prohibits County employees and officials from retaliating against County employees or job applicants for making complaints or reports to the Independent Inspector General for violations of Section 44-56 or for cooperating with the Independent Inspector General in an investigation.

Rules Prohibiting Retaliation

- Executive Order 2008-1 and Chapter 44, Article II, Section 44-56 of the Cook County Code of Ordinances specifically prohibits retaliation against employees for filing claims alleging unlawful political discrimination with the Independent Inspector General or the Compliance Administrator.
- In addition to the above, the Ethics and Independent Inspector General Articles found in the Cook County Code of Ordinances further establish requirements upon employees to report ethics violations, criminal actions, corruption, fraud, waste, mismanagement, unlawful political discrimination and misconduct which includes retaliation, to the proper authorities.
- It is important for employees and officials to be aware that Cook County does not condone retaliatory practices or retaliatory behavior and that the County provides protections for employees, applicants and officials who report or file claims of unlawful political discrimination to the appropriate authorities.

Reporting Unlawful Political Discrimination and Retaliation

- Any employee who believes they have been discriminated against for unlawful political reasons, retaliated against for unlawful political reasons or retaliated against for filing a claim with the Independent Inspector General or the Compliance Administrator has a duty to report such to the Independent Inspector General for investigation.
- Any employee who has knowledge that an employee or job applicant has been discriminated against for unlawful political reasons, retaliated against for filing a claim with the Independent Inspector General or with the Compliance Administrator or for cooperating with the Independent Inspector General or the Compliance Administrator has a duty to report such to the Independent Inspector General for investigation.
- Reports and complaints can be made to the Independent Inspector General through the Cook County Inspector General Complaint Hotline at 312-603-0745 or by facsimile to the Cook County Inspector General at 312-603-9744.
- The Office of the Independent Inspector General is located at 69 W. Washington, Suite 1160, Chicago, Illinois 60602.