

POLITICAL DISCRIMINATION, REPORTING AND RETALIATION POLICY

I. POLICY

It is the policy of the Cook County Juvenile Temporary Detention Center (“JTDC”) to prohibit unlawful political discrimination. It is the duty of all employees of the JTDC to report unlawful political discrimination. No individual who in good faith reports unlawful political discrimination shall be subject to retaliation.

II. PROCEDURE

A. REQUIREMENTS

With respect to all non-exempt employees that fall under the control of the JTDC, all JTDC employees are strictly prohibited from:

Directly or indirectly conditioning, basing or knowingly prejudicing or affecting any term or aspect of employment upon or because of any political reason or factor including, without limitation, any employee’s or prospective employee’s political affiliation, political support or activity, political financial contributions, promises of such political support, activity or financial contributions, or such employee’s or prospective employee’s political sponsorship or recommendation or assisting any other individual in engaging in any of the above-described conduct (collectively “Political Consideration”).

The impermissible political reasons or factors include:

- (1) Recommendations for hiring, promotion or other employment terms for specific persons from public office holders or political party officials that are not based on personal knowledge of the person’s work skills, work experience or other job-related qualifications.
- (2) The fact that the person worked in a political campaign or belongs to a political organization or political party. Or the fact that the person chose not to work in a political campaign or to belong to a political organization or a political party. The mere fact that a person worked for a political campaign for elective office does not prohibit consideration of a recommendation related to that person insofar as the basis for that recommendation relates to the person’s relevant work experience.
- (3) The fact that the person contributed money, raised money or provided something else of value to a candidate for public office or a political organization. Or the fact that the person chose not to contribute or raise money for a candidate for public office or a political organization.

(4) The fact that the person is a Democrat or a Republican or a member of any other political party or group. Or the fact that the applicant is not a member.

(5) The fact that the person expressed views or beliefs on political matters such as what candidates or elected officials he or she favored or opposed, what public policy issue he or she favored or opposed, or what views on government actions or failures to act he or she expressed. However, nothing herein shall serve as a basis for an employee of the JTDC to disobey a lawful order or disobey the chain of command.

B. ENFORCEMENT

1. Complaints alleging improper Political Consideration in employment, as defined above, shall be made to the JTDC Director of Compliance. The Director of Compliance shall be responsible for conducting or directing an investigation of the complaint.
2. It shall be the duty of every employee who learns of improper Political Consideration at the JTDC, as described above, to report this information to the Director of Compliance without undue delay.
3. There shall be no retaliation, punishment or penalty against a JTDC employee for complaining to, cooperating with, or assisting in an investigation, proceeding or hearing conducted by the Director of Compliance in the performance of its duties.
4. Any retaliation for complaining to, cooperating with, or assisting in an investigation, proceeding or hearing conducted by the Director of Compliance in the performance of its duties shall be reported to the Director of Compliance without undue delay.

III. APPLICABILITY

This Order is applicable to all JTDC civilian and sworn employees, including supervisory, command and management personnel. All employees are expected to strictly comply with this Order. Any employee found in violation of this General Order, including any procedures outlined in this policy, may be subject to discipline, up to and including termination of employment, in accordance with any applicable Collective Bargaining Agreement.

Dated: 08/29/2022

Superintendent Leonard B. Dixon