



**Sheriff's Office
COOK COUNTY, ILLINOIS
SHERIFF'S ORDER**

	ISSUANCE DATE	EFFECTIVE DATE	NO.
	15 MAY 09	19 JUN 09	09-3
SUBJECT	DISTRIBUTION	RESCINDS	
UNLAWFUL POLITICAL DISCRIMINATION, REPORTING AND RETALIATION POLICY	G		
RELATED DIRECTIVES		AMENDS	

I. PURPOSE

It is the policy of the Office of the Sheriff of Cook County ("the Sheriff's Office") to prohibit unlawful political discrimination. It is the duty of all employees of the Sheriff's Office to report unlawful political discrimination. No individual who in good faith reports unlawful political discrimination shall be subject to retaliation.

II. PROCEDURE

A. Requirements

All Sheriff's Office employees are strictly prohibited from unlawfully:

Directly or indirectly influencing any term or aspect of employment because of political reasons or factors, including any employee's or prospective employee's political affiliation, political support or activity, political financial contributions, or promise of future political support (collectively "Political Consideration").

Unlawful political reasons or factors may include:

1. Consideration of recommendations for hiring, promotion or other employment terms 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 on a political campaign or belongs to a political organization or political party. Or the fact that the person chose not to work on a political campaign or belong to a political organization or political party. However, 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 to or raise money for a candidate for public office or 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 person 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, 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 to disobey a lawful order or disobey the chain of command.

B. Enforcement

1. Complaints alleging unlawful Political Consideration in employment, as defined above, shall be made to the Sheriff's Office of Professional Review. The Sheriff's Office of Professional Review shall be responsible for conducting or directing an investigation of the complaint.
2. It shall be the duty of every employee who learns of unlawful Political Consideration within the Sheriff's Office, as described above, to report this information to Sheriff's Office of Professional Review without delay.
3. There shall be no retaliation, punishment or penalty against a Sheriff's employee for complaining to, cooperating with, or assisting in an investigation, proceeding or hearing conducted by the Sheriff's Office of Professional Review 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 Sheriff's Office of Professional Review in the performance of its duties shall be reported to the Sheriff's Office of Professional Review without delay.

III. APPLICABILITY

This Order is applicable to all Sheriff's Office employees. Any employee found in violation of this General Order, including all procedures outlined, may be subject to discipline, up to and including termination of employment, in accordance with any applicable Collective Bargaining Agreements, Sheriff's Merit Board rules, and State or Federal statutes.

BY ORDER OF:



**THOMAS J. DART
SHERIFF OF COOK COUNTY**