04.50.00. POLICY STATEMENT

The Forest Preserve District of Cook County (the "District") is an equal opportunity employer and the District does not discriminate on the basis of a person's race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income, housing status, or gender identity.

04.50.01. PURPOSE

The purpose of this policy is to inform employees and the general public of the Districts' commitment to non-discrimination.

04.50.02. REFERENCES

Code of Ordinances of Cook County, IL
Part I- General Ordinances
Chapter 42 – Human Relations
Article II. – Human Rights

Cook County Commission on Human Rights
http://www.cookcountyil.gov/appointments/cook-county-commission-on-human-rights/human-rights-commission-on/

The Forest Preserve District of Cook County
Employment Plan

Forest Preserve District of Cook County
Chapter 10, Policy of Nondiscrimination

04.50.03. DEFINITIONS

N/A

04.50.04. SCOPE

This policy applies to all District employees, volunteers, stewards, community service workers, partners, and District guests/visiting public.

04.50.05. RESPONSIBILITY

The Legal Department: The Legal Department may investigate incidents/reports of discrimination on-behalf of the District.

Director of Compliance: The Director of Compliance may investigate incidents/reports of discrimination on-behalf of the District.

District Employees: All District employees are required to comply with this policy.

04.50.06. PROCEDURE

A. Any individual that believes they have been discriminated against by the District on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, source of income, housing status, or gender identity may file a complaint alleging discrimination with the Forest Preserve District of Cook County, the Illinois Department of Human Rights, the Cook County Commission on Human Rights, and/or the Equal Employment Opportunity Commission.

Forest Preserve District of Cook County
Attn: Destiny Woods, Assistant to the General Superintendent for Labor Matters
69 W. Washington, Ste. 2010
Chicago, IL 60602
Tel: 312-603-0079
Fax: 312-603-9850
destiny.woods@CookCountyIL.Gov

Forest Preserve District of Cook County
Attn: Lisa Huge, Director of Compliance
69 W. Washington, Ste. 2010
Chicago IL 60602
Office: 312-603-0037
Cell: 224-213-3435
Lisa.huge@CookCountyIL.Gov

Illinois Department of Human Rights
http://www2.illinois.gov/dhr/Pages/default.aspx

Commission on Human Rights
Attn: Ranjit Hakim, Executive Director
69 W. Washington, Suite 3040
Chicago, Illinois 60602
Office: (312) 603-1100
Fax: (312) 603-9988
TDD: (312) 603-1101
Email: human.rights@cookcountyil.gov

Equal Employment Opportunity Commission
http://www.eeoc.gov/
500 W Madison St #2000
Chicago, IL 60661
(312) 353-2713

B. The District recognizes the importance of confidentiality and understands that some individuals filing complaints of harassment/discrimination or who are otherwise involved in an investigation may want their identity to remain anonymous and/or confidential. Issues of confidentiality should be balanced against the District's need to investigate and take appropriate action.

04.50.07. TRAINING REQUIREMENTS

N/A

04.50.08. ACTION PLAN TO COMMUNICATE/DISSEMINATE

1. This policy should be distributed to all District staff, stewards, community service workers, and other individuals identified by the District.

2. This policy should be added to the District shared drive, intranet, and website.

If you have questions, comments, or suggestions concerning District policies, please contact:

Forest Preserve District of Cook County
Office of the General Superintendent
Attn: Anthony D. Tindall, Policy Director
69 W. Washington St., Suite 2040, Chicago, IL 60602
Office: (312) 603-8351; Email: Anthony.Tindall@cookcountyil.gov