



Title:
NON-DISCRIMINATION POLICY

Subject: HUMAN RESOURCES & LEGAL AFFAIRS	Page: 1 of 3	Policy Number: 06.30.00
Category: DISTRICTWIDE POLICY	Approval Date: 07/06/2015	Last Revised Date: 06/13/2018

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.

PURPOSE:

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

AFFECTED AREAS:

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

DEFINITIONS:

N/A

PROCEDURE/PROCESS:

- 1) 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 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: Brian Flores, Esq., Assistant to the General Superintendent for Labor Matters
69 W. Washington, Ste. 2010, Chicago, IL 60602
Tel: 312-603-0079
Fax: 312-603-9850
Brian.Flores@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

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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
human.rights@cookcountyil.gov

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

- 2) 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 need to investigate and take appropriate action.

RESPONSIBILITY:

- 1) **The Legal Department:** The Legal Department may investigate incidents/reports of discrimination on-behalf of the District.
- 2) **Director of Compliance:** The Director of Compliance may investigate incidents/reports of discrimination on-behalf of the District.
- 3) **District Employees:** All District employees are required to comply with this policy.

TRAINING REQUIREMENTS:

N/A

COMMUNICATION PLAN:

- 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.

REFERENCES:

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

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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

POLICY LEAD: Michelle Gage
Director of Human Resources

APPROVAL: Arnold Randall
General Superintendent

POLICY HISTORY:

Approved: 07/06/2015
Revised: 04/15/2016 **Revised:** 06/13/2018

If you have questions concerning this District policy, please contact:

Forest Preserve District of Cook County
The Human Resources Department
Phone: (708) 771-1562
Email: FPD.HumanResources@cookcountyil.gov