



EXECUTIVE ORDER

WHISTLEBLOWER PROTECTION POLICY

WHEREAS, it is the goal and requirement of the Cook County Assessor's Office to maintain a workplace free from all forms of illegal discrimination; and

WHEREAS, in furtherance of this goal, it is in the best interest of Cook County Assessor's Office to encourage employees to report any illegal discrimination without fear of retaliation or possible repercussions for doing so; and

WHEREAS, it is in the best interest of Cook County Assessor's Office to encourage employees to cooperate in any investigation of any allegations of any illegal discrimination without fear of retaliation or possible repercussions for doing so.

NOW THEREFORE, I, Joseph Berrios, Cook County Assessor hereby order, as follows:

1. No complainant, or employee acting on behalf of a complainant, shall be discharged, threatened or otherwise discriminated against regarding compensation, terms, conditions, location or privileges of employment because:
 - a. The complainant or employee acting on behalf of the complainant reports or is about to report, verbally or in writing, discrimination on the basis of race, color, sex, sexual orientation, age, religion, national origin, or ancestry, disability, marital status, pregnancy, pregnancy related conditions, known or perceived physical impairments, known or perceived mental impairments, or sexual harassment, including conduct that creates a hostile, intimidating or offensive work environment, and unlawful political discrimination; or
 - b. The complainant or employee acting on behalf of the complainant participates in an investigation, hearing or inquiry or in any related court action.
2. This policy shall not apply to a complainant, or employee acting on behalf of a complainant, who knowingly makes a false report.
3. Any violation of this Executive Order shall be grounds for discipline, up to and including suspension or termination of employment.
4. This Order shall take effect immediately upon its execution.


Joseph Berrios
Cook County Assessor

Date

9/18/12