

# PROPOSED AMENDMENTS TO CHAPTER IV OF THE CODE OF THE CHICAGO PARK DISTRICT

## CHAPTER IV. HUMAN RIGHTS ORDINANCE AND THE OFFICE OF PREVENTION AND ACCOUNTABILITY<sup>1</sup>

### A.2. Definitions

For purposes of this chapter, the following words, terms, phrases and their derivatives, shall have the meanings set forth in this section. When consistent with the context, the present tense shall include the future tense; the plural number shall include the singular number; and the singular number shall include the plural number.

- p) **“Retaliation”** means an adverse action to an individual’s employment or denial of access to a Park District program, service, or benefit for having made a complaint or report of discrimination, harassment, sexual harassment, sexual misconduct, or abuse or neglect of a child or vulnerable adult, whether made internally with the Office of Prevention and Accountability, the Office of Inspector General, or to a supervisor/manager, or externally with a federal, state, or local agency, or for participating in an investigation, proceeding or hearing related to such a ~~an aforementioned~~ complaint or report.
- w) **“Vulnerable Adults”** means a person who is affiliated with the Park District who is (a) an adult aged 60 or older; or (b) an adult with disabilities aged 18-59, and who is unable to independently seek or obtain protection from abuse, abandonment, neglect, or exploitation. ~~Means adults age 60 or older and adults age 18-59 with disabilities, who are under the protection of Illinois Adult Protective Services (“APS”) to prevent abuse, neglect, and financial exploitation of these individuals.~~

### A.4. Prohibited Conduct

- h) any Covered Individual to knowingly report false allegations, interfere with an investigation and/or knowingly provide false information during the course of an investigation.

### B.3. Duties

The duties of the Office and its Director shall be to:

In collaboration with other Park District departments as appropriate, conduct thorough, fair,

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<sup>1</sup> Complete Chapter added 01/21/1998; 05/09/1998. Amended 01/28/2009. Amended with additions 04/12/2021. Complete Chapter repealed and replaced by Amendment 04/20/2022.

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impartial, and independent investigations regarding any alleged violation of the Human Rights Ordinance and related policies, including the Equal Employment Opportunity Policy, the Sexual Harassment Prevention Policy, the Gender Diversity Policy, the Violence in the Workplace Policy, the Child Abuse and Neglect Reporting Policy, the Adult Protective Services Policy and any other policies determined by the General Superintendent to fall under the jurisdiction of the Office. ~~Discrimination, harassment, sexual harassment, sexual misconduct, workplace violence, abuse and neglect of children or vulnerable adults, and retaliation.~~

### **B.4. Reports**

The Office shall prepare written reports of its findings and any recommendations upon the completion of each investigation, which shall be submitted to the General Superintendent. All files and reports from the Office shall be confidential and shall not be divulged to any person or agency, except (a) to an appropriate law enforcement agency, (b) as otherwise provided in this Ordinance, (c) as otherwise authorized by the General Superintendent or (d) as otherwise required by law.

The written reports the Office submits to the General Superintendent shall not mention the name of any informant, complainant, witness, or person investigated, except as necessary to communicate and/or recommended penalties for violations of the Human Right Ordinance or unless otherwise authorized by the General Superintendent.