



**OFFICE OF THE MAYOR  
CITY OF CHICAGO**

**RAHM EMANUEL  
MAYOR**

May 16, 2011

Susana A. Mendoza  
City Clerk  
Room 107, City Hall  
Chicago, IL 60602

Dear Ms. Mendoza:

I transmit herewith for filing Executive Orders 2011-1 through 2011-6, which I have signed this date.

Your prompt attention to these matters is appreciated.

Sincerely,

Mayor



OFFICE OF THE MAYOR  
CITY OF CHICAGO

RAHM EMANUEL  
MAYOR

**Executive Order No. 2011-1**

WHEREAS, the City of Chicago is committed to the highest standards of integrity, honesty, efficiency and accountability among its officials and employees; and

WHEREAS, ethical conduct is a key ingredient in building and sustaining taxpayer trust; and

WHEREAS, it is vital that taxpayers trust that the City's officials and employees are at all times working in the best interests of the City and its residents; and

WHEREAS, Section 2-156-020 of the Municipal Code of Chicago provides that "Officials and employees shall at all times in the performance of their public duties owe a fiduciary duty to the city"; and

WHEREAS, by this Executive Order, the Mayor conveys to City employees an unmistakable message about their undivided fidelity to the City; now, therefore,

I, RAHM EMANUEL, Mayor of the City of Chicago, do hereby order as follows:

**1. Definitions**

For purposes of this Order,

"Lobby" means the conduct described in Section 2-156-010(p) of the Municipal Code.

"Exempt Position" means a position that is classified as exempt under the City's Hiring Plan, as amended from time to time.

**2. Prohibitions**

a. Any person who serves as (i) a non-clerical employee of the Office of the Mayor, or (ii) a department head, is prohibited from Lobbying the City of Chicago or any City department, board, or other City agency for a period of two years after leaving that position.

b. Any employee who holds an Exempt Position in a City department, board, or agency on or after May 16, 2011, other than a person described in subparagraph (a), is prohibited from Lobbying the department, board, or agency in which he or she was employed for a period of two years after that employment ends.

c. Any person who is appointed by the Mayor to the board of any board, commission, authority, or agency, on or after May 16, 2011, is prohibited from Lobbying that board, commission, authority, or agency for a period of two years after the date on which his or her service on the board ends.

d. These prohibitions shall not apply to any person who (i) occupied the position before May 16, 2011, and (ii) resigned from that position before November 16, 2011. Additionally, nothing in this Order prohibits a person from Lobbying on behalf of, and while employed by, another government agency.

### **3. Ethics Pledge**

As a condition of his or her employment or appointment, every person covered by Section 2 of this Order shall sign, and upon signing shall be contractually committed to, the following pledge to comply with the provisions of this Order:

“As a condition, and in consideration, of my employment or appointment by the City of Chicago in a position invested with the public trust, I shall, upon leaving government employment or appointment, comply with the requirements of Executive Order 2011-1 imposing restrictions upon lobbying by former government employees, which I understand are binding on me and are enforceable under law.

“I acknowledge that Executive Order 2011-1, which I have read before signing this document, imposes restrictions upon former government employees and appointees and sets forth the methods for enforcing them. I expressly accept the provisions of that Executive Order as a part of this agreement and as binding on me. I understand that the terms of this pledge are in addition to any statutory or other legal restrictions applicable to me by virtue of government service.”

These signed pledges shall be filed with the Board of Ethics within fourteen days of commencing such employment or appointment.

### **4. Enforcement**

a. The contractual, fiduciary, and ethical commitments in the pledge provided for herein are solely enforceable by the City of Chicago pursuant to this section by any legally available means, including judicial civil proceedings for declaratory, injunctive, or monetary relief.

b. Any former employee or appointee who is determined, after notice and hearing, by the Board of Ethics to have violated his or her pledge may be barred from Lobbying any officer or employee of the relevant agency or agencies for up to 5 years in addition to the time period covered by the pledge.

c. The Corporation Counsel or his or her designee is authorized:

(i) upon receiving information regarding the possible breach of any commitment in a signed pledge, to request any appropriate City investigative authority to conduct such investigations as may be appropriate; and

(ii) upon determining that there is a reasonable basis to believe that a breach of a commitment has occurred or will occur or continue, if not enjoined, to commence a civil action against the former employee or appointee.

d. In any such civil action, the Corporation Counsel or his or her designee is authorized to request any and all relief authorized by law, including but not limited to:

(i) such temporary restraining orders and preliminary and permanent injunctions as may be appropriate to restrain future, recurring, or continuing conduct by the former employee or appointee in breach of the commitments in the pledge he or she signed; and

(ii) disgorgement of all monies received in connection with any breach or attempted breach of the pledge signed by the former employee or appointee.

**5. General Provisions**

a. If any provision of this Order or the application of such provision is held to be invalid, the remainder of this Order and other dissimilar applications of such provision shall not be affected.

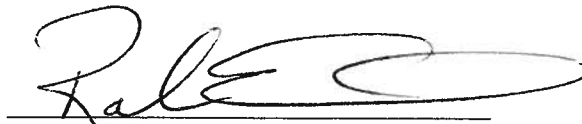
b. Nothing in this Order shall be construed to impair or otherwise affect authority granted by law to a department, agency, board or the head thereof.

c. This Order shall be implemented consistent with applicable law.

d. This Order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the City of Chicago, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

**6. Effective Date**

This Order shall take effect upon its execution and filing with the City Clerk.



Mayor

Received and filed May \_\_\_, 2011

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City Clerk



OFFICE OF THE MAYOR  
CITY OF CHICAGO

RAHM EMANUEL  
MAYOR

**Executive Order No. 2011-2**

WHEREAS, the people of the City of Chicago are entitled to have absolute faith in the integrity of governmental decisions and it is crucial that individuals who are elected to public office have the trust, respect and confidence of the citizenry; and

WHEREAS, in order to promote public confidence in government and its decision-making, it is necessary that public officials adhere to the highest ethical standards and avoid transactions and circumstances that may compromise or appear to compromise the independence of any City decision; and

WHEREAS, it is essential that the public have confidence that City government and its policies are driven by the City's best interests; and

WHEREAS, current state statutes and local ordinances governing political contributions prohibit anonymous political contributions or contributions in the names of other persons and prohibit anyone from compelling, coercing or intimidating another into making political contributions; and

WHEREAS, the provisions of this Order represent a message to every Chicagoan that the City's Mayor is committed to a city administration based on the highest ethical standards; and

WHEREAS, by this Order, an unmistakable message about ethical conduct will be conveyed; now, therefore,

I, RAHM EMANUEL, Mayor of the City of Chicago, do hereby order as follows:

**1. Definitions**

"Contribution" means a "political contribution" as defined in Section 2-156-010 of the Municipal Code of Chicago.

"Lobbyist" means a person who is registered as a lobbyist with the Board of Ethics pursuant to Chapter 2-156 of The Municipal Code of Chicago.

"Political Fundraising Committee" means a "political fundraising committee" as defined in Section 2-156-010 of the Municipal Code of Chicago.

2. **Violations**

It shall be a violation of this Order for any Lobbyist to make a Contribution of any amount to the Mayor or to his Political Fundraising Committee.

3. **Enforcement**

The Board of Ethics shall not accept a lobbyist registration statement from any person who it finds to have violated this Order.

4. **General Provisions**

a. If any provision of this Order or the application of such provision is held to be invalid, the remainder of this Order and other dissimilar applications of such provision shall not be affected.

b. Nothing in this Order shall be construed to impair or otherwise affect authority granted by law to a department, agency, board or the head thereof.

c. This Order shall be implemented consistent with applicable law.

d. This Order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the City of Chicago, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

5. **Effective Date**

This Order shall take effect upon its execution and filing with the City Clerk.



Mayor

Received and filed May \_\_, 2011

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City Clerk



OFFICE OF THE MAYOR  
CITY OF CHICAGO

RAHM EMANUEL  
MAYOR

**Executive Order No. 2011-3**

WHEREAS, the City of Chicago is committed to the highest standards of integrity, honesty, efficiency and accountability among its employees; and

WHEREAS, ethical conduct is a key ingredient in building and sustaining taxpayer trust; and

WHEREAS, City employees should be protected against the potential exercise of improper and unfair pressure by their supervisors; and

WHEREAS, by this Executive Order, the Mayor conveys to City employees an unmistakable message about their undivided fidelity to the City and the fair treatment of fellow City employees; now, therefore,

I, RAHM EMANUEL, Mayor of the City of Chicago, do hereby order as follows:

**1. Definitions**

For purposes of this Order,

“Employee” has the same meaning as in Section 2-156-010 of the Municipal Code of Chicago.

“Gift” has the same meaning as in Section 2-156-010 of the Municipal Code of Chicago.

“Official Superior” means any other Employee, including but not limited to an immediate supervisor, whose official responsibilities include directing or evaluating the performance of the Employee's official duties or those of any other Official Superior of the Employee. For purposes of this Order, “Official Superior” also includes the Mayor. Additionally, for purposes of this Order, an Employee is considered to be the subordinate of any of his Official Superiors.

“Political Contribution” has the same meaning as in Section 2-156-010 of the Municipal Code of Chicago.

“Political Fundraising Committee” has the same meaning as in Section 2-156-010 of the Municipal Code of Chicago.

“Solicit” means to request contributions by personal communication or by general announcement.

“Voluntary Contribution” means a contribution given freely, without pressure or coercion. A contribution is not voluntary unless it is made in an amount determined by the contributing Employee, except that where an amount for a Gift is included in the cost for a luncheon, reception or similar event, an Employee who freely chooses to pay a proportionate share of the total cost in order to attend will be deemed to have made a Voluntary Contribution.

**2. Prohibition on Gifts**

a. Except as provided in this Executive Order, an Employee may not:

(i) Give a Gift to or make a donation toward a Gift for an Official Superior; or

(ii) Solicit a contribution from another Employee for a Gift to either his own or the other Employee's Official Superior.

b. Except as provided in this Order, an Employee may not accept a Gift from an Employee receiving less pay than himself unless:

(i) The two Employees are not in a subordinate-Official Superior relationship; and

(ii) There is a personal relationship between the two Employees that would justify the Gift.

c. Notwithstanding any exception provided in this Order, an Official Superior shall not coerce a Gift from a subordinate.

**3. Exceptions to Prohibitions on Gifts**

The prohibitions set forth in section 2(a) and section 2(b) do not apply to a Gift given or accepted under the circumstances described in subsection (a) or (b) of this section. A contribution or the solicitation of a contribution that would otherwise violate the prohibitions set forth in section 2 may only be made in accordance with paragraph (c) of this section.

a. On an occasional basis, including any occasion on which Gifts are traditionally given or exchanged, the following may be given to an Official Superior or accepted from a subordinate or other employee receiving less pay:

(i) Items, other than cash, with an aggregate market value of \$10 or less per occasion;

(ii) Items such as food and refreshments to be shared in the office among several Employees;

(iii) Personal hospitality provided at a residence which is of a type and value customarily provided by the Employee to personal friends; or



(iv) Items given in connection with the receipt of personal hospitality if of a type and value customarily given on such occasions.

b. A Gift appropriate to the occasion may be given to an Official Superior or accepted from a subordinate or other Employee receiving less pay:

(i) In recognition of infrequently occurring occasions of personal significance such as marriage, illness, or the birth or adoption of a child; or

(ii) Upon occasions that terminate a subordinate-Official Superior relationship, such as retirement, resignation, or transfer.

c. An Employee may solicit Voluntary Contributions of less than \$20 from a fellow Employee for an appropriate Gift to an Official Superior and an Employee may make a Voluntary Contribution of a less than \$20 to an appropriate Gift to an Official Superior:

(i) On a special, infrequent occasion as described in subsection (b) of this section; or

(ii) On an occasional basis, for items such as food and refreshments to be shared in the office among several Employees.

An Employee may accept such Gifts to which a subordinate or other Employee receiving less pay than himself has contributed.

#### **4. Prohibition on Political Contributions to Mayor**

It shall be a violation of this Order for any City Employee or appointee to make a Political Contribution of any amount to the mayor or to his Political Fundraising Committee.

#### **5. Violations**

Any violation of this Order shall be grounds for discipline, up to and including termination of employment with the City of Chicago.

#### **6. General Provisions**

a. If any provision of this Order or the application of such provision is held to be invalid, the remainder of this Order and other dissimilar applications of such provision shall not be affected.

b. Nothing in this Order shall be construed to impair or otherwise affect authority granted by law to a department, agency, board or the head thereof.

c. This Order shall be implemented consistent with applicable law.

d. This Order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the City of Chicago, its departments, agencies, or entities, its officers, Employees, or agents, or any other person.

7. **Effective Date**

This Order shall take effect upon its execution and filing with the City Clerk.

A handwritten signature in black ink, appearing to be "R. [unclear]", written over a horizontal line.

Mayor

Received and filed May \_\_, 2011

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City Clerk



**OFFICE OF THE MAYOR  
CITY OF CHICAGO**

**RAHM EMANUEL**  
MAYOR

**Executive Order No. 2011-4**

WHEREAS, the people of the City of Chicago are entitled to have absolute faith in the integrity of governmental decisions and it is crucial that individuals who are elected to public office have the trust, respect and confidence of the citizenry; and

WHEREAS, in order to promote public confidence in government and its decision-making, it is necessary that public officials and contractors adhere to the highest ethical standards and avoid transactions and circumstances that may compromise or appear to compromise the independence of any City decision; and

WHEREAS, it is essential that the public have confidence that the selection of City contractors is based on merit and have trust in the processes by which taxpayer dollars are spent; and

WHEREAS, these laws currently prohibit employees from accepting political contributions from persons doing business with the City, soliciting political contributions on City time or performing any other political activity on City time; and

WHEREAS, current state statutes and local ordinances governing political Contributions prohibit anonymous political contributions or contributions in the names of other persons and prohibit anyone from compelling, coercing or intimidating another into making political contributions; and

WHEREAS, this Order places an even greater restriction on the mayor and on City contractors by prohibiting City contractors, owners of City contractors, spouses or domestic partners of owners of City Contractors, subcontractors to a City contractor on a City contract, owners of subcontractors to a City Contractor on a City contract, and spouses or domestic partners of owners of subcontractors to a City contractor on a City contract from making Contributions of any amount to the mayor; and

WHEREAS, the provisions of this Order represent a message to every Chicagoan that the City's Mayor is committed to a City administration and a contract and procurement process based on the highest ethical standards; and

WHEREAS, by this Order, an unmistakable message about ethical conduct will be conveyed; now, therefore,

I, RAHM EMANUEL, Mayor of the City of Chicago, do hereby order as follows:

**1. Definitions**

For purposes of this Order,

“City Contractor” means a person who or entity that has submitted a bid for or enters into a Contract with the City.

“Contract” means any agreement with the City that is (i) formed under the authority of chapter 2-92 of the Municipal Code of Chicago; (ii) for the purchase, sale or lease of real or personal property; or (iii) for materials, supplies, equipment or services which are approved and/or authorized by the City council.

“Contribution” means a “political contribution” as defined in Chapter 2-156 of the Municipal Code of Chicago, as amended.

“Owner” means any person with an ownership or beneficial interest in an entity of more than seven and one-half percent.

“Political Fundraising Committee” means a “political fundraising committee” as defined in Chapter 2-156 of the Municipal Code of Chicago, as amended.

**2. Violations**

Any one or more of the following shall be a violation of this Order:

- (1) For any City Contractor to make a Contribution of any amount to the mayor or to his Political Fundraising Committee during the bid or other Contract solicitation process, including any time after a Contract is awarded but before the start of the contract, and/or the term of any Contract between the City and City Contractor or any period, during which an extension of the City Contractor’s Contract is being sought or negotiated.
- (2) For the owner of any City Contractor to make a Contribution of any amount to the mayor or to his Political Fundraising Committee during the bid or other Contract solicitation process, including any time after a Contract is awarded but before the start of the contract, and/or the term of any Contract between the City and City Contractor or any period during which an extension of the City Contractor’s Contract is being sought or negotiated.
- (3) For the spouse or domestic partner of the owner of any City Contractor to make a Contribution of any amount to the mayor or to his Political Fundraising Committee during the bid or other Contract solicitation process, including any time after a Contract is awarded but before the start of the contract, and/or the term of any Contract between the City and City Contractor or any period during which an extension of the City Contractor’s Contract is being sought or negotiated.

- (4) For a subcontractor of any City Contractor on a City Contract to make a Contribution of any amount to the mayor or to his Political Fundraising Committee during the bid or other Contract solicitation process, including any time after a Contract is awarded but before the start of the contract, and/or the term of any Contract between the City and City Contractor or any period during which an extension of the City Contractor's Contract is being sought or negotiated.
- (5) For the owner of any subcontractor of any City Contractor on a City Contract to make a Contribution of any amount to the mayor or to his political fundraising committee during the bid or other Contract solicitation process, including any time after a Contract is awarded but before the start of the contract, and/or the term of any Contract between the City and City Contractor or any period during which an extension of the City Contractor's Contract is being sought or negotiated.
- (6) For the spouse or domestic partner of any owner of any subcontractor of any City Contractor on a City Contract to make a Contribution of any amount to the mayor or to his Political Fundraising Committee during the bid or other Contract solicitation process, including any time after a Contract is awarded but before the start of the contract, and/or the term of any Contract between the City and City Contractor or any period during which an extension of the City Contractor's Contract is being sought or negotiated.
- (7) For any City Contractor or subcontractor to a City Contractor on a City Contract to coerce, compel or intimidate its employees to make a Contribution of any amount to the mayor or to his Political Fundraising Committee.
- (8) For any City Contractor or subcontractor to a City Contractor on a City Contract to reimburse its employees for a Contribution of any amount made to the mayor or to his Political Fundraising Committee.
- (9) For any City Contractor or subcontractor to a City Contractor on a City Contract to bundle or solicit others to bundle Contributions to the mayor or to his Political Fundraising Committee. For purposes of this Order, "bundle" shall mean to collect Contributions from more than one source which are then delivered by one person to the mayor or to his Political Fundraising Committee.
- (10) For any City Contractor, owner of a City Contractor, spouse or domestic partner of an owner of a City Contractor, subcontractor to a City Contractor on a City contract, owner of a subcontractor of a City Contractor on a City contract, or spouse or domestic partner of an owner of a subcontractor of a City Contractor on a City Contract to engage in any conduct whatsoever designed to intentionally violate the provisions of this Executive Order or to entice, direct or solicit others to intentionally violate the provisions of this Executive Order.

### **3. Penalty**

In addition to any other penalty authorized by law, any Contract negotiated, entered into, or performed in violation of any of the provisions of this Order shall be terminable by the City.

Any bid or proposal submitted in violation of any of the provisions of this Order shall be subject to rejection by the City.

4. **Effective Date**

This Order shall take effect upon its execution and filing with the City Clerk.

A handwritten signature in black ink, appearing to be "R. [unclear]", written over a horizontal line.

Mayor

Received and filed May \_\_, 2011

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City Clerk



OFFICE OF THE MAYOR  
CITY OF CHICAGO

RAHM EMANUEL  
MAYOR

**Executive Order No. 2011-5**

WHEREAS, the City of Chicago is committed to the highest standards of integrity, honesty, efficiency and accountability; and

WHEREAS, misconduct involving abuse, corruption, fraud, or other criminal activity by City employees undermines public confidence in City government, and prevents the City from operating honestly, efficiently and effectively; and

WHEREAS, it is critically important that public employees, at all levels of City government, discharge their duties and responsibilities in a lawful and ethical manner and it is fundamental that all City employees be held accountable for their misconduct, inefficiency and waste; and

WHEREAS, this Order mandates full cooperation with the Inspector General and makes it the duty of every City employee to report wrongdoing to the Inspector General and imposes disciplinary action, up to and including discharge, for any employee who fails to report wrongdoing to the Inspector General in a timely manner; and

WHEREAS, strengthening the duties of all City employees to cooperate with and report misconduct to the Inspector General will broaden and strengthen the Inspector General's ability to detect, investigate, eliminate, and deter misconduct, inefficiency and waste by City employees and promote integrity, honesty and efficiency in City government; and

WHEREAS, by this Order, an unmistakable message about the City's commitment to rooting out and eliminating abuse, corruption, fraud, or other criminal activity will be conveyed; now, therefore,

I, RAHM EMANUEL, Mayor of the City of Chicago, do hereby order as follows:

**1. Duty to Report Wrongdoing**

It is the duty of every employee of the City to report, directly and without undue delay, to the Inspector General any and all information concerning conduct which they know or should reasonably know to involve corrupt or other criminal activity,

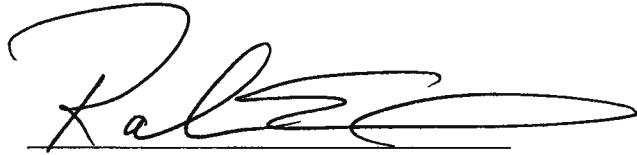
(a) by another City employee or official, which concerns his or her office or employment;  
or

(b) by persons dealing with the City, which concerns their dealings with the City.

The knowing failure of any employee to report as required above shall constitute cause for removal from employment or other appropriate penalty in accordance with the City of Chicago Personnel Rules. For purposes of this Order, a report made to the Inspector General's toll-free hotline shall be considered a report to the Inspector General.

**2. Effective Date**

This Order shall take effect upon its execution and filing with the City Clerk.

A handwritten signature in black ink, appearing to read 'R. Daley', written over a horizontal line.

Mayor

Received and filed May \_\_, 2011

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City Clerk





**OFFICE OF THE MAYOR  
CITY OF CHICAGO**

**RAHM EMANUEL**  
MAYOR

**Executive Order No. 2011-6**

WHEREAS, it is vital to an effective and responsive government that the public trust its hiring and promotion, and any other employment decisions; and

WHEREAS, it is the policy of the City of Chicago to comply with all local, state and federal laws that protect the equal employment rights of applicants for employment and incumbent employees with the City of Chicago; and

WHEREAS, the First Amendment to the Constitution of the United States and the policies of the City of Chicago specifically protect applicants for positions in the City of Chicago from discrimination on the basis of political association; and

WHEREAS, the City of Chicago's hiring, promotion, and any other employment decisions must be made based on merit or another selection process that is free from influence from political reasons or factors; and

WHEREAS, in August of 2005, Judge Wayne R. Andersen of the United States District Court for the Northern District of Illinois ("Federal Court") appointed Noelle C. Brennan as the monitor to oversee the City of Chicago's hiring processes and procedures and the Court in 2007 approved an Agreed Settlement and Accord between the parties in that litigation; and

WHEREAS, the monitor has worked diligently to fulfill her duties and has worked with the City of Chicago to change and update the City of Chicago's hiring processes and procedures; and

WHEREAS, the Inspector General also has worked diligently to fulfill his duties under the Settlement and Accord in assisting in the updating of the City's hiring processes and procedures; and

WHEREAS, the City and Mayor Rahm Emanuel are committed to the principles of a non-political hiring system; now, therefore,

I, RAHM EMANUEL, Mayor of the City of Chicago, do hereby order as follows:

**1. Goal**

This Executive Order seeks to ensure that the City of Chicago's hiring, promotion, and any other employment decisions are free of influence from political reasons or factors, except in those limited circumstances where such influence is appropriate and lawful; i.e., for positions on the Exempt List.

**2. Prohibited Conduct**

The City and those acting with it are prohibited from:

Conditioning, basing or knowingly prejudicing or affecting any term or aspect of government employment (other than for exempt positions) or offering employment (whether to a prospective or current City employee) based upon or because of any political reason or factor, including, without limitation, any individual's political affiliation, political support or activity, political financial contributions, promises of such political support, activity or financial contributions, or such individual's political sponsorship or recommendation; or assisting any other individual in engaging in any of the above-described conduct.

Nothing in this Executive Order or in any other document defining the City's hiring process shall limit the right of any citizen, including elected officials, to make recommendations not based on political reasons or factors to personnel involved in making employment decisions on behalf of the City.

The above prohibitions do not apply to employment decisions concerning "Exempt Employees" which positions are listed at [www.cityofchicago.org](http://www.cityofchicago.org) and are posted in Room 1100 of City Hall.

The impermissible political reasons or factors include:

- (a) Recommendations for hiring, promotion or other employment terms for specific persons 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.
- (b) The fact that the person worked in a political campaign or belongs to a political organization or political party. Or the fact that the person chose not to work in a political campaign or to belong to a political organization or a political party.
- (c) 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 or raise money for a candidate for public office or a political organization.
- (d) 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 applicant is not a member.

(e) 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, what public policy issue he or she favored or opposed, or what views on government actions or failures to act he or she expressed.

The foregoing represents the policy of the City of Chicago. All City personnel involved in the hiring, promotion, or supervision of city employees are required to understand and are expected to apply the foregoing rules and principles.

**3. Reporting Obligation/No Retaliation**

Any employee of the City who learns of an allegation of unlawful political discrimination in connection with any aspect of government employment with the City, or who believes that such unlawful political discrimination has occurred or is occurring, shall report this information to the Inspector General's Office directly and without undue delay.

City employees and officials shall not retaliate against, punish, or penalize any job applicant, City employee or City official for making complaints, public disclosures, or reports about any alleged violation of the above prohibitions in this Executive Order.

City employees and officials shall not retaliate against, punish, or penalize any job applicant, City employee or City official for cooperating with or assisting the monitor, the Inspector General, or law enforcement authorities investigating any alleged violation of the above prohibitions in this Executive Order.

**4. Violations**


Any violation of this Executive Order shall be grounds for discipline, up to and including suspension or termination.

**5. Pledge**

This Executive Order formally notifies City employees and officials and members of the general public that the City of Chicago is committed to effecting the long-term prevention of the use of political considerations in connection with non-exempt City employment and to fully cooperating with the monitor and members of her staff and the Inspector General in changing, updating, and enforcing the City of Chicago's employment processes and procedures.

6. **Effective Date**

This order shall take effect upon its execution and filing with the City Clerk.

A handwritten signature in black ink, appearing to be "R. Kelly", written over a horizontal line.

Mayor

Received and filed May \_\_, 2011.

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City Clerk