



# Illinois Ethics Matters

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*Honesty, Integrity, Service*

A newsletter from the Office of Executive Inspector General for the Agencies  
of the Illinois Governor

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## Recent News

- The OEIG is pleased to announce that **Samuel Cardick** recently began as the Director of External Compliance & Outreach and **Shailesh Randeria** recently began as an Accounting Specialist. Both are based in the Chicago office.

## Sexual Harassment Prevention Training and Reporting Reminders

2019 marks the second calendar year that employees under the OEIG's jurisdiction are required to take annual sexual harassment prevention training under the Ethics Act. In 2018, more than 160,000 employees took the training.

Employees working in the agencies of the Illinois Governor are currently in the process of completing their approved online training program for 2019, and the training period runs until **December 4, 2019**.

The online training for the agencies under the Governor contains up-to-date summaries of the law and hypotheticals designed to test employees' understanding. Training State employees is critical to furthering compliance with laws and rules and deterring improper conduct.

Each ultimate jurisdictional authority (UJA), such as the Governor's Office, must report to the Executive Ethics Commission on the prior calendar year's training by the following **February 1**. That report must include the names of any employees who failed to complete the training and the subsequent disciplinary or administrative action the UJA plans to impose. The EEC makes these compliance reports available on its website.

As a result of recent legislation, this training will expand in calendar year 2020 to include prevention of other types of unlawful harassment and discrimination, as well as sexual harassment.

## DHS Employee Disciplined for Harassment and Unprofessional Conduct

The OEIG investigated harassment allegations against Illinois Department of Human Services (DHS) Office of Inspector General (OIG) investigator Manuel Zepeda. The OEIG's founded report was recently publicly released by the Executive Ethics Commission.

The investigation revealed that Mr. Zepeda made several inappropriate comments of a sexual nature to female staff members of two DHS service providers while visiting the agencies in July 2018 to conduct interviews as part of DHS-OIG investigations. According to the female employees, Mr. Zepeda's comments were unwelcome, and also were concerning because of his role as an OIG investigator.

The OEIG found that Mr. Zepeda violated DHS's Administrative Directives on Sexual Harassment and Employee Conduct and recommended that DHS take disciplinary action against him and implement measures to help ensure that he not engage in inappropriate workplace conduct in the future. Mr. Zepeda received a 30-day suspension in response to the OEIG's report. A copy of the report, [In re: Manuel Zepeda \(Case #18-01447\)](#), is available on the OEIG website.