



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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Announcements

- The OEIG is pleased to announce the hiring of **Denita Davis** as an Administrative Assistant in its Finance Division.
- The OEIG recently held a training conference for all its staff. The topics covered at the conference included a history of the OEIG at 20 years, transgender issues, the union grievance process, investigative interview techniques, managing the OEIG's increased complaint and revolving door workloads, electronic records management, and workplace communication skills. The OEIG thanks the outside speakers presenting at the conference: Nikk Cochran Selik of Transgender Expert Consulting LLC; Ellen Morris of the Illinois Department of Central Management Services; and, Christina Schulz of Heartland Community College.

Employee Codes of Conduct Extend Beyond the Workplace

Two recently released OEIG investigative reports illustrate that employee misconduct may take place outside the workplace and off work time.

One investigation involved allegations against an Illinois Department on Aging (IDoA) supervisor and her behavior towards a subordinate. The OEIG discovered, among other things, that the IDoA supervisor subjected that subordinate to inappropriate behavior such as threatening to fire her and engaging in sexualized behavior with the subordinate's companion. This conduct occurred after hours in social settings. The misconduct was aggravated by the fact that the supervisor held a position of authority over the subordinate. The OEIG concluded that this behavior violated IDoA's Employee Personal Conduct policy and the State of Illinois Code of Personal Conduct. The supervisor resigned after the OEIG investigation.

Another investigation looked at the conduct of an Illinois Department of Human Services (IDHS) employee. The IDHS employee, who was a supervisor in the IDHS mailroom, was alleged to have engaged in various misconduct, including drinking alcohol during his lunch breaks causing his behavior to worsen in the afternoon. OEIG surveillance confirmed that the IDHS employee went to a bar during his lunch break, and a bar employee verified that the employee came to the bar for lunch about twice each week and had pizza and one or two beers; the employee also admitted that he consumed up to two beers during his lunch breaks and then returned to work. Several IDHS employees described incidents in which they believed the employee was under the influence of alcohol or smelled of alcohol at work. The OEIG concluded that the employee was under the influence of alcohol at work and failed to conduct himself in a responsible, professional manner when he drank alcohol during his lunch breaks and returned to work in violation of IDHS policies. The IDHS employee retired from State service after his interview with the OEIG.

Employees are reminded that conduct outside the workplace could have consequences for their employment and that they should consider how their off-the-clock conduct might affect their workplace relationships and behavior. Case Nos. [21-02253](#) and [17-02541](#) are available on the OEIG website.