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SEP 24 2019
HUMAN
RESOURCES

To: Melvin Cornelius, Watch Commander
From: Malinda Carter, Executive Director, Human Resources *MC*
Date: September 19, 2019
Re: Investigation Finding

Recently, Human Resources was alerted to employee's concerns and allegations regarding alleged statements you made, a conversation that you had where you allegedly made comments/questions related to gender traits and sexual orientation, and the assignment or transfer of work or shifts based on gender, specifically related to females.

Human Resources met with you for an in-person interview. You confirmed the following:

- You made a statement about an employee's training on the first shift in passing and in jest. Your comment was not derogatory to the employee's prior afternoon shift trainer.
- You confirmed that your comment made at a department celebratory event with interns regarding a staff member being, "a perfect woman," was taken out of context and was related to the discussion around a television show, "The Bachelorette". The comment was meant to encourage the staff member to mingle and participate with others having the conversation. You indicated that you made the comment with this intent only.
- You confirmed that you and another campus police employee were in a private conversation that included no disparaging or negative content regarding sexual orientation; but rather your personal beliefs due to changing times and legislation impacting how children learn and make decisions around sexual orientation. Your conversation was overheard by one of the complaining employees, to whom you later approached and apologized when you became aware that she overheard the conversation. The employee accepted the apology and no further discussion or concerns were raised until you learned of her complaint.
- You indicated that safety and concern for the protection of the City Center Campus and the Campus Safety Officer working alone in a dangerous environment was the reason that you instructed the afternoon Sergeant to not schedule the female CSO staff member at this location alone. The employee was temporarily assigned to the work her same at other campus locations (Main, Morris, and Romeoville) deemed to be less dangerous due to location or the presence of additional staff. The employee worked at City Center when another male CSO was present and was returned to her assigned location once a CSO completed training and was assigned to work with her on her shift.

Statements made by others who were interviewed expressed concern about female Campus Safety Officers not being assigned to work the midnight shift because they are female or because they are small in stature. As a result, female Campus Safety Officers are subject to less dangerous work locations than their male counterparts. As a leader in the Campus Police department it is expected that you or designated leadership staff will make decisions regarding the scheduling and transfer of staff as needed, and with the highest

regard to their safety. These decisions must be made without regard to any protective category such as ethnicity, race, religion, gender, or sexual orientation. Equal opportunity for work and assignments should be afforded to all based on defined bona fide qualifications to perform the role, adherence to required performance standards, and within guidelines established by law, college policy, and collective bargaining agreements. The perception of intentional and the impact of unintentional gender-based work assignment decisions can present negatively affect employee morale as well as result legal issues for the you and the college on the basis of gender bias and in violation of equal opportunity employment laws and Board of Trustee and College policies.

We recognize that there was not intent by you to single out any individual or group based on any protected category and that performed your leadership obligation with respect to shift coverage and the protection, care, and concern of staff members. While there was no direct evidence of any negative employment action towards the employee complainants with regard to Board policy 2.01.01 Prohibition of Sexual Discrimination, Harassment and Misconduct,, Board Policy 2.01.13 Equal Opportunity in Employment and Education, there is strong perception and concern of potential gender bias related to work and shift assignment for Campus Safety Officers.

It is required that comments not be made and characteristics such as gender or gender traits not be a basis for decision in making work place decisions such as work assignment and shift coverage. Additionally, how work is assigned should be immediately reviewed by Campus Police leadership to help address and eliminate the perception of intentional or unintentional gender bias related to work and shift assignments.

Conversations/discussion/statements in the workplace regarding race, gender, religion, national origin, sex, sexual orientation, etc. have the potential to be interpreted as inconsiderate, rude, inappropriate and are generally not advised. Exceptions would include training or communicating safety/emergency information.

This is also a reminder of BOT policy 2.01.04 Retaliation which prohibits retaliation against employees who make charges, testify, assist or participate in any manner in investigations, proceedings or hearings concerning applicable activities protected by applicable laws. Any Joliet Junior College employee who believes that he or she has been the victim of retaliation for assisting in an internal or external investigation is urged to bring the matter to the attention of Human Resources immediately.

It is expected that by discussing this matter with you, you will be more careful and conscientious of your conversation in the workplace at all times and as a leader hold others to the same level of observance as well.

JJC is committed to diversity, inclusion and values of respect and well-being.

Please sign below indicating that you have read and understand the contents of this letter.


Employee Signature

9-20-19
Date


Human Resources

9-24-19
Date

cc: Pete Comanda, Police Chief & Director, Campus Police
Human Resources – Personnel File

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