



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

Office of Executive Inspector General

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OEIG Outreach

- OEIG staff presented at the August 2025 Ethics Officer Conference hosted by the Executive Ethics Commission. Assistant Inspector General Janelle Skaloud co-presented on secondary employment issues and Assistant Inspector General Lisa Burns co-presented a session spotlighting recent noteworthy investigations.

Workplace Harassment Issues

The OEIG routinely investigates allegations that State employees, by their words and/or actions, have created hostile workplaces violating law and policy. The following OEIG reports illustrate common issues arising in these harassment cases.

The OEIG investigated allegations that a high-ranking Illinois Department of Human Services (DHS) employee engaged in inappropriate conduct towards a direct subordinate, including making comments of a sexual nature. The investigation revealed that in addition to the supervisor commenting generally about wanting to engage in a personal relationship with the subordinate, in one incident the supervisor asked the subordinate about the right size of intimate apparel so he could buy it for her. The OEIG recommended that DHS consider the supervisor's "position as a division director, and that the conduct involved his direct report over whom he has supervisory and disciplinary authority." The supervisor resigned before discipline was imposed.

In another case, the OEIG looked at allegations that an Illinois Department of Central Management Services (CMS) employee made inappropriate comments towards a vendor, and repeatedly asked her out. During the investigation, the vendor detailed numerous instances of the State employee's behavior over a course of two years, including estimating more than 100 unwelcome attempts to ask her out; some of this conduct occurred with contacts to the vendor's personal cell phone. The vendor told the OEIG that she was reluctant to report this conduct to CMS because she was concerned that doing so would negatively her business's relationship with the State. The CMS employee resigned before discipline was imposed.

Lastly, an Illinois Department of Natural Resources (DNR) site superintendent was alleged to have engaged in inappropriate conduct aimed at a DNR employee living on a park site. In particular, the evidence revealed that that site superintendent told the employee about two physically suggestive dreams about her; he conveyed the content of one of these dreams to her on Snapchat. DNR reported that it had taken measures to prevent contact between the two employees, and suspended the site superintendent for 15 days.

Inappropriate comments, whether few or repeated, can amount to harassment. The unwelcome effect may be exacerbated if the comments are made by an authority figure such as supervisor or a decision-maker. Employees subject to such comments are encouraged to report the conduct to the OEIG.

The reports for OEIG Case Nos. 25-00862, 24-03024 & 24-02234 are available on the [OEIG website](#).