COOK COUNTY SHERIFF'S MERIT BOARD

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DECISION

This matter coming on to be heard pursuant to notice before Eleni P. Sianis, Board Member, on June 16, 2021, and June 17, 2021. Board finds as follows:

Jurisdiction

Thomas Clemmons, hereinafter referred to as Respondent, was appointed a Correctional Officer on April 7, 1997. On March 29, 2004, Respondent was promoted to Police Officer and assigned to the Cook County Sheriff's Police Department ("CCSPD"). Respondent's position as a Police Officer involves duties and responsibilities to the public; each member of the Cook County Sheriff's Merit Board, hereinafter the "Board," has been duly appointed to serve as a member of the Board pursuant to confirmation by the Cook County Board of Commissioners, State of Illinois, to sit for a stated term; the Board has jurisdiction of the subject matter of the parties in accordance with 55 ILCS 5/3-7001, et seq; and the Respondent was served with a copy of the Complaint and notice of hearing and appeared before the Board with counsel to contest the charges contained in the Complaint.

A proceeding before the Merit Board is initiated at the time the Sheriff files a written charge with the Merit Board. 55 ILCS 5/3-7012. A document is considered filed, in this case with the Merit Board, "when it is deposited with and passes into the exclusive control and custody of the [Merit Board administrative staff], who understandingly receives the same in order that it may become a part of the permanent records of his office." See Dooley v. James A. Dooley Associates Employees Retirement Plan, 100 Ill.App.3d 389, 395 (1981) (quoting Gietl v. Commissioners of Drainage District No. One, 384 Ill. 499, 501-502 (1943) and citing Hamilton v. Beardslee, 51 Ill. 478 (1869)); accord People ex rel. Pignatelli v. Ward, 404 Ill. 240, 245 (1949); in re Annex Certain Terr. To the Village of Lemont, 2017 IL App (1st) 170941, ¶ 18; Illinois State Toll Highway Authority v. Marathon Oil Co., Ill. App. 3d 836 (1990) ("A 'filing' implies delivery of a document to the appropriate party with the intent of having such document kept on file by that party in the appropriate place." (quoting Sherman v. Board of Fire & Police Commissioners, 111 Ill. App. 3d 1001, 1007 (1982))); Hawkyard v. Suttle, 188 Ill. App. 168, 171 (1914 ("A paper is considered filed when it is delivered to the clerk for that purpose.").

Background and Complaint

In 1997, Respondent Thomas Clemmons was hired as a correctional officer with the Cook County Sheriff's Office. Tr. 207. He was promoted to Police Officer in 2004 and assigned to the Cook County Sheriff's Police Department ("CCSPD"). Tr. 208. After working patrol for approximately a year and a half, Respondent was assigned to the property unit on light duty due to a knee injury. Tr. 208. Subsequently, Respondent was assigned to the Cook County Sheriff's Police Investigations section as a detective for six to seven years. Tr. 209. In 2013, Respondent was assigned to the Cook County Sheriff's Office IT Department where he acted as the liaison between the CCSPD and the Cook County Sheriff's IT Department. Tr. 209. While in the IT Department, Respondent's work location was the South Campus Building 1. Tr. 209.

A complaint was received on November 8, 2019, wherein Petitioner sought termination of Respondent's employment with the Cook County Sheriff's Office for violations of polices regarding harassment, conduct, and use of electronic mail. The complaint reflects Petitioner's allegations that Respondent violated the Rules and Regulations and General Orders of the Cook County Sheriff's Office ("CCSO"), the Cook County Sheriff's Police Department ("CCSPD"), and the Cook County Sheriff's Merit Board. Specifically, Petitioner alleges that by his actions, Respondent violated the following Rules and regulations and policies of the CCSO and CCSPD:

Cook County Sheriff's Police Department Law Enforcement Services manual Policy 104 (effective September 29, 2017) Discrimination and Harassment, in its entirety, including but not limited to the following subparts: 104.1 Purpose and Scope, 104.2 Policy, 104.3 Discrimination Prohibited, and 104.3.2 Retaliation;

Cook County Sheriff's Police Department Law Enforcement Services Manual Policy 104 (effective June 1, 2018) Prohibition Against Discrimination and Harassment, in its entirety, including but not limited to, the following subparts: 104.1 Purpose and Scope, 104.1.1 Issuance/Effective Date, 104.2 Policy, 104.3 Discrimination Prohibited, 104.3.2 Prohibition Against Retaliation;

Cook County Sheriff's Office Police Department Law Enforcement Services Manual Policy 100 (effective September 1, 2017) Conduct, in its entirety, including but not limited to, the following subparts: 100.1 Purpose and Scope, 100.2 Policy, 100.3 Compliance With All Laws, Ordinances, and Regulations, 100.4 Conduct Policy, 100.5 Conduct Which May Result in Discipline, 100.5.2 Conduct, 100.5.5 Performance;

Cook County Sheriff's Office Police Department Law Enforcement Services Manual Policy 101 (effective March 1, 2018) Conduct, in its entirety, including but not limited to, the following subparts: 101.1 Purpose and Scope, 101.1.1 Issuance/Effective Date, 101.2 Policy, 101.3 Compliance With All Laws, Ordinances, and Regulations, 101.4 Conduct Policy, 101.5 Conduct Which May Result in Discipline, 101.5.2 Conduct, 101.5.5 Performance;

Cook County Sheriff's Office Police Department Law Enforcement Services Manual Policy 101 (effective December 3, 2018) Conduct, in its entirety, including but not limited to, the following subparts: 101.1 Purpose and Scope, 101.1.1 Issuance/Effective Date, 101.2 Policy, 101.3 Compliance With All Laws, Ordinances, and Regulations, 101.4

Conduct Policy, 101.5 Conduct Which May Result in Discipline, 101.5.2 Conduct, 101.5.5 Performance;

Cook County Sheriff's Office Police Department Law Enforcement Services Manual Policy 139 Electronic Mail, in its entirety, including but not limited to, the following subparts: 139.1 Purpose and Scope, 139.3 Prohibited Use of Email; and

Cook County Sheriff's Department Merit Board Rules and Regulations, in its entirety, including but not limited to, the following subparts: Article X, Paragraph B.

After discovery in this matter was completed, a formal hearing was called for on June 16, 2021, and continued to completion on June 17, 2021. At the hearing, court reporter being present, all witnesses sworn under oath, testimony was taken from witnesses called by the parties. Petitioner called the following witnesses:

Respondent called the following witnesses:

and

Documents were introduced by Petitioner and Respondent and received into evidence. Specifically, Sheriff's Exhibits 1-13 and 15-36 were admitted into evidence. Subsequently, Petitioner and Respondent made closing arguments addressing the issues in the hearing.

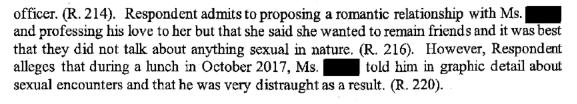
Issues Presented

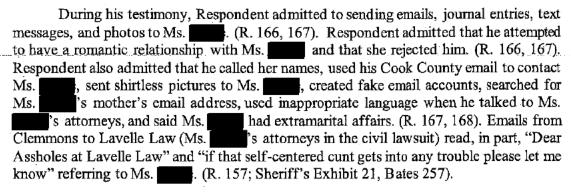
Whether the actions of the Respondent violated any of the General Orders and Rules and Regulations set forth above and what, if any, discipline is appropriate if a violation occurred.

Findings of Fact

This case centers around Respondent Thomas Clemmons professing his love to a coworker, Ms. wia emails, texts, and journal entries. Ms. did not reciprocate his feelings and Respondent expressed his disappointment in writing to Ms. including referring to Ms. as "a self-centered cunt." As a result, Ms. alerted her supervisor of Respondent's communications to her. When Respondent became aware that he was under investigation, he filed a civil lawsuit against Ms. alleging she sexually harassed him by describing her extra marital affairs to him. Respondent represented himself in this civil lawsuit and it was subsequently dismissed. At one point while representing himself, Respondent contacted Ms. as a "self-centered cunt." In addition, Respondent used his Cook County email to contact Ms. The facts of this case as set forth during the two day trial are detailed below.

Respondent Clemmons testified he works for the Cook County Sheriff's Police as a police officer and has worked with the Sheriff's office since 1997. (R. 207). Respondent met when he worked in the South Campus IT Department. (R. 210). In 2017, they were very good friends and never had a romantic or sexual relationship. (R. 211). During that time, both Respondent and Ms. were married to other people. (R. 212). Respondent alleges that Ms. indicated to him that she was entertaining or having an affair with someone named as well as an OPR investigator that was an African American whose wife was also a correctional

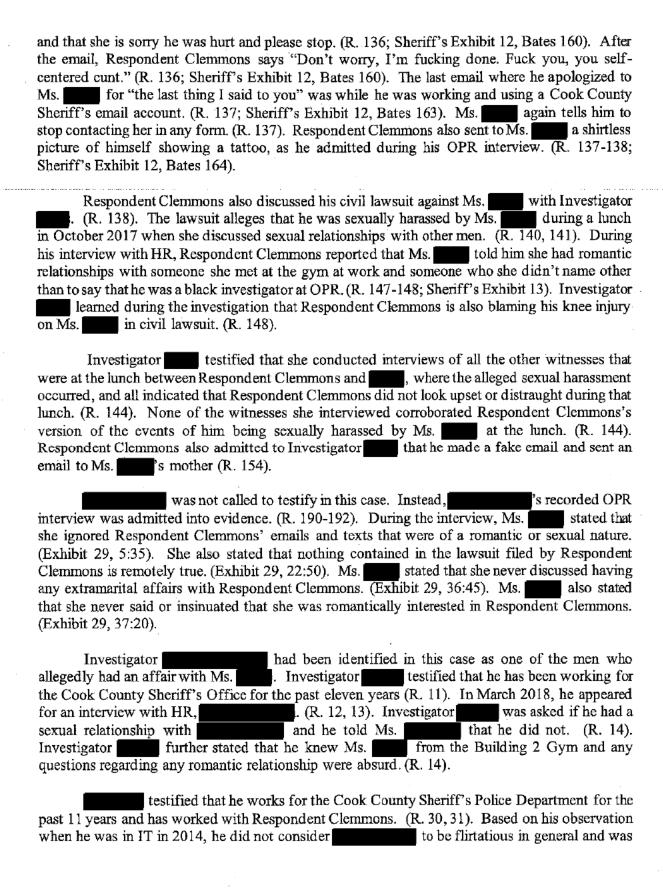


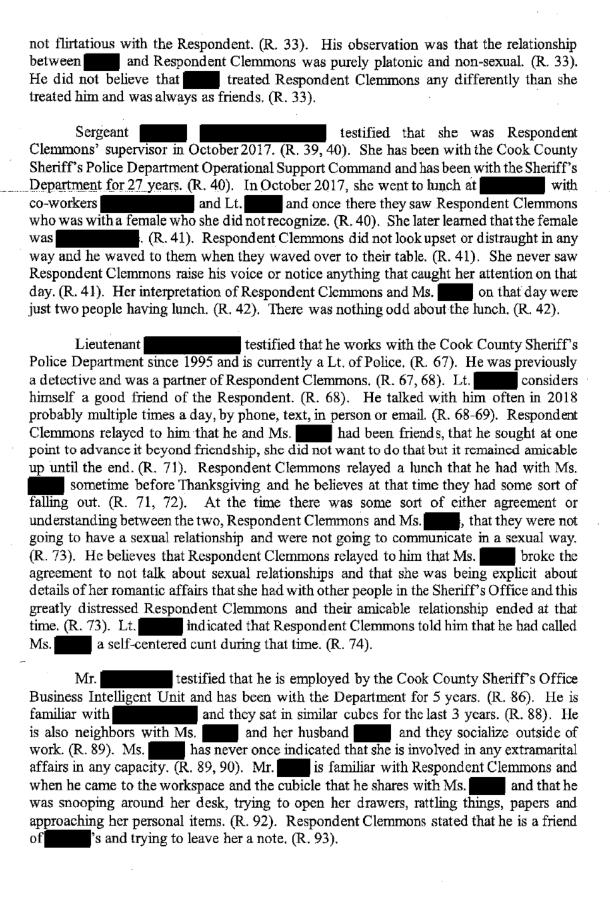


Investigator testified that she is with the Office of Professional Review and has been with the Sheriff's Office since 2013 as an investigator. (R. 117). She was the investigator responsible for the Respondent Clemmons matter. (R. 119). Respondent Clemmons admitted to Investigator that he sent various communications to Ms.

The professional Review and has been with the Sheriff's Office since 2013 as an investigator. (R. 117). She was the investigator responsible for the Respondent Clemmons matter. (R. 119). Respondent Clemmons admitted to Investigator which belongs to Respondent Clemmons and to account the Respondent Clemmons and the Respondent Clemmons are the Respondent Cl

testified that she reviewed various emails, texts, and journal Investigator entries. One email from Respondent sent on October 6, 2017 stated that "this will probably be the straw that broke the camel's back of our friendship and you referring to me as a moron here on out I am going to type another email you will have to delete forever because I have something to say. This is not an attempt to pester you or push the idea. I know that door is closed". (R. 129; Sheriff's Exhibit 12, Bates 146). Screenshots of Respondent Clemmons's journal entries on October 12, 2017 at 6:56 PM read "She said some things are left unsaid, which leads to think she wants the same thing." (R. 129-130; Sheriff's Exhibit 12, Bates 167). Screenshots of Respondent Clemmons's journal entries on October 12, 2017 read "falling in love with you was the easiest thing that has ever happened to me. ... I know you said I risked a friendship and I'm sorry, but I couldn't keep it in." (R. 130; Sheriff's Exhibit 12, Bates 173). Screenshots of Respondent Clemmons's journal entries on October 13, 2017 read "I think what hurts worst is she didn't admit it too." (R. 130-131; Sheriff's Exhibit 12, Bates 175). Screenshots of Respondent Clemmons's journal entries on October 24, 2017 read "Weekdays you used to be mine." (R. 132; Sheriff's Exhibit 12, Bates 178). On the same day, Respondent Clemmons sent an email to Ms. stating, "Yesterday was particularly tough because Mondays you were mine, the weekend was over and I could talk to you all day." (R. 132; Sheriff's Exhibit 12, Bates 147). Additional emails and journal entries exchanged between the two were reviewed by the investigator all indicating that the Respondent Clemmons was professing his feelings and Ms. was not responding. (R. 132-135). In November 2017, Ms. responds stating they have very different perspectives and points of view in this situation





further testified that he recalls in October 2017 that he and Ms. had
conversations regarding someone sending inappropriate emails to her where she was very reluctant
to open the issue and it was hurtful to her and traumatic. (R. 94). Ms. relayed to Mr.
that she declined Respondent's sexual advances on numerous occasions and he relayed to her his
ultimate love for her and the final expression was "Fuck off, you self-centered cunt." (R. 95).

Analysis

The Merit Board finds Respondent clearly violated Cook County Sheriff's Police Department Law Enforcement Services Manual Policy 104 Discrimination and Harassment when Respondent alleged to coworkers that had sexual relationships with other employees. Respondent's emails referring to Ms. as a "self-centered cunt" on numerous occasions as well as Respondent's sexual propositions to her are also in violation of the harassment policy. In addition, Respondent sending an unwarranted shirtless photo of himself to Ms. also constitutes harassment. Furthermore, the Board finds Respondent's harassment lawsuit against Ms. to be retaliatory in nature and that it was filed in direct response to Ms. reporting Respondent's harassing behavior to her supervisors and OPR. The Board finds most credible the testimony from witnesses who testified that at the Columbus Day lunch (where the supposed harassing conversation took place), neither Respondent nor Ms. seemed distraught and there was no visual evidence that any upsetting conversation took place.

The Merit Board finds Respondent violated Cook County Sheriff's Office Police Department Law Enforcement Services Manual Policy 139 Electronic Mail for sending several of the harassing emails referenced above from his Cook County employee email address. In addition, Respondent violated the email policy by creating a fake email address and sending email from it to Ms.

The Merit Board finds Respondent clearly violated Cook County Sheriff's Office Police Department Law Enforcement Services Manual Policies 100 and 101 on Conduct and the Cook County Sheriff's Department Merit Board Rules and Regulations for the same reasons set forth above. Namely, Respondent's actions that constitute sexual harassment, retaliation, and inappropriate use of work email is conduct unbecoming of a Cook County Sheriff's police officer.

Based on the reasons set for the above, the evidence presented, and the testimony of Respondent and witnesses, the Merit Board find that Respondent did violate the General Orders and Policies of the Cook County Sheriff's Police Department and the Rules and Regulations of the Cook County Sheriff's Merit Board. Although Petitioner has requested Respondent's employment with the Cook County Sheriff's Office be terminated, after all the facts and evidence in this case have been reviewed, the Merit Board finds the following mitigating factors: 1) the victim of sexual harassment, was not called to testify, and therefore, the Board finds the absence of her testimony negates the severity of the harassment; 2) Respondent's acts of sexual harassment toward were evident via written emails and texts and not via direct in person communication; and 3) Respondent's acts of sexual harassment via emails and texts to Ms. were not ongoing for an extended period of time. In addition, the Board does not find Respondent's act of filing a civil lawsuit where he represented himself to be so egregious in its

retaliatory nature to warrant termination. Similarly, Respondent's conduct in this matter was unbecoming of a police officer and warrants discipline, but not termination. Consequently, the Merit Board finds that Respondent should be suspended for a period of ninety (90) days and undergo sexual harassment training. Respondent shall be responsible for locating and obtaining training and subsequently submit proof of completion of training.

Order

The Merit Board finds that Respondent did violate the General Orders and Policies of the Cook County Sheriff's Police Department and the Rules and Regulations of the Cook County Sheriff's Merit Board and that Respondent should be given a 90-day suspension and undergo sexual harassment training effective November 8, 2019. Respondent shall be responsible for locating and obtaining training and subsequently submit proof of completion of training.

JOHN J. DALICANDRO, Chairman BYRON BRAZIER, Vice-Chairman VINCENT T. WINTERS, Secretary KIMBERLY PATE GODDEN, Board Member ELENI P. SIANIS, Board Member DARREN COLLIER, Board Member TERRENCE J. WALSH, Board Member



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COOK COUNTY SHERIFF'S MERIT BOARD

69 West Washington - Suite 1100 Chicago, IL 60602

Thomas Clemmons Police Officer Docket No. 2211

This Decision is adopted and entered by a majority of the Members of the Merit Board:

John J. Dalicandro, Byron Brazier, Vincent T. Winters, Kimberly Pate Godden, Eleni P. Sianis and Terrence J. Walsh.

Not Present: Darren Collier.

DISSENT

The following Members of the Merit Board dissent from the Findings and Decision of the majority of the Board.

[NONE]

DATED AT COUNTY OF COOK, STATE OF ILLINOIS, THIS 14th DAY OF OCTOBER, 2021.