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## **EEO/AA/Ethics & ADA Overview**

**Lisa G. Williams: EEO/AA/Ethics Officer & ADA Coordinator**

# EEO/AA and ADA Overview

- EEO – Equal Employment Opportunity
  - Prohibition on unlawful discrimination
  - Fair, thorough and impartial investigation
  - No retaliation
  
- AA – Affirmative Action
  - Tollway’s Annual Affirmative Action Plan
  - Workforce diversity breakdown
  - Sets underutilization figures
  
- ADA – Americans with Disabilities Act
  - Reasonable accommodation
  - Remove barriers
  
- Questions: EEO/AA Officer and ADA Coordinator: Lisa G. Williams, phone: (630) 241-6800 ext. 1010, email: [lwilliams@getipass.com](mailto:lwilliams@getipass.com)



# Ethics Overview

## ■ Who?

- Ethics laws apply to “State employees”
- “State employees” include Illinois Tollway Board members (highest leadership)
- Includes spouse and immediate family living in household

## ■ Why?

- Ensures stringent standards of fairness, honesty and integrity in the performance of official duties
- Maintains public confidence in the Illinois Tollway

## ■ What?

- Prevents not only actual impropriety, but also any perception

## ■ Highlights of Ethics Guidance

- Avoid prohibited activity
- Promote transparency
- “Help lines”



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# Highlights: Avoid Prohibited Activity

- Conflict of Interest
- Prohibited Political Activity
- Gift Ban (as modified by Executive Order 15-09)
- Revolving Door
  - Ethics Act (as modified by Executive Order 15-09)
  - Procurement Code
  - Il Governmental Ethics Act



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# Highlights: Promote Transparency

- Procurement Communications Reporting Requirement
- Prohibited Bidder
- Statement of Economic Interests
- Supplemental Statement of Interests



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# Highlights: “Help lines”

- Ethics Training
- Tollway’s Ethics Officer: extension 1010
- Tollway’s Chief Legal Counsel: extension 1500
- Private legal counsel





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**THANK YOU**