



GENERAL ASSEMBLY
STATE OF ILLINOIS

MICHAEL J. MADIGAN
SPEAKER
HOUSE OF REPRESENTATIVES

ROOM 300
STATE HOUSE
SPRINGFIELD, ILLINOIS 62706

August 20, 2019

Dear House Democratic Caucus and Employees of the Office of the Speaker and Office of the Clerk:

Last year the Office of the Speaker, in collaboration with female members of the House Democratic Caucus, retained Maggie Hickey to conduct an independent review of allegations of sexual harassment and the workplace culture within the Capitol. Ms. Hickey, a partner at Schiff Hardin, is a former federal prosecutor and former Inspector General for Governor Bruce Rauner. My staff and I cooperated with Ms. Hickey and provided her team with all requested documents and information.

Ms. Hickey recently completed her work, and as promised we are releasing a full, unredacted copy of the report. I thank Ms. Hickey for her professionalism and commitment to this process, as well as staff, legislators, and lobbyists who met with Ms. Hickey as part of this report.

The report reaffirms much of what we have heard in the past, and I take responsibility for not doing enough to prevent these issues in my office. For nearly two years I have actively worked with members and staff to change the culture of the Capitol, but I recognize there is still more to do. I believe that we, collectively, need to work together to progress our workplace culture. It's not enough to simply pass legislation or attend training sessions. All four caucuses must work together if we are going to successfully effectuate real and lasting change.

While Ms. Hickey was doing her work, my Office reviewed our policies and practices and implemented many changes, including a more fair and respectful process for complainants. Based on Ms. Hickey's recommendations and best practices, we will take additional steps to address concerns raised in the report. I am grateful to learn from the report that many believe the culture has improved, but there is more work to be done within the Capitol as a whole, and I am ready to work with all of the caucuses.

In closing, I want to recognize and thank the dedicated staff of the Office of the Speaker and Office of the Clerk. I commit to you that we will strive to provide you with a supportive atmosphere that encourages professional growth and development. As Ms. Hickey states in her report, "The goal is to create a culture where workers feel comfortable to work issues out among themselves, knowing that they have a supportive, reliable, and fair recourse when they cannot." I want the office to be a place where everyone is comfortable to bring forth allegations, knowing that they will be treated with compassion and viewed, as Ms. Hickey describes, as the "pro-organization, loyal, whistleblowers that they are." The bottom line is that discrimination and harassment will not be tolerated within the Capitol. Working together we can and will create a better workplace environment for all.

Sincerely,

A handwritten signature in black ink that reads "Michael J. Madigan".

MICHAEL J. MADIGAN