



Administrative Summary Report

Log No: 2024-0006743

This ASR provides crucial information to reporting parties, accused members and accused members' supervisors. The information contained herein is intended to display Department member's accountability and foster the relationship with members of the public by ensuring legitimacy and community confidence. The following are definitions of recommended findings:

- Sustained - where it is determined that the allegation is supported by the evidence;
- Not Sustained - where it is determined that there is insufficient evidence to prove the allegations;
- Unfounded - where it is determined by that an allegation is false or not factual; or
- Exonerated - where it is determined that the conduct described in the allegation occurred, but it is lawful and proper.

In the case of a Sustained Finding, the Findings and/or Penalty is subject to grievance or arbitration process as defined in collective bargaining agreements.

INCIDENT DESCRIPTION

Reporting Party [REDACTED] alleged that on 20 August 2024, at approximately 16:20 hours, at the location of 3120 S Halsted St., Deputy Chief Don JEROME #57 made an offensive derogatory statement regarding LGBTQ protesters. The Accused allegedly stated, "If those LGBTQ protesters were in Palestine, those Muslims would behead them for being gay." It was further alleged by [REDACTED] that on the same date, time, and location, the Accused, Deputy Chief Don JEROME #57, threatened retaliation by allegedly pointing towards the Reporting Party and stating, "I will remember your name." The Reporting Party perceived this as a threat of future retaliation and believed it contributed to creating a hostile work environment. Additionally, it was alleged that during the same interaction, Deputy Chief Don JEROME #57 harassed the Reporting Party by aggressively questioning him, repeatedly stating, "Who beheads gay people?" while walking closer to the Reporting Party's table and pointing his finger at him.

LOCATION OF OCCURRENCE: 3120 S HALSTED ST , District 009

DATE & TIME OF INCIDENT: 20 Aug 2024, 16:20

NARRATIVE SUMMARY:

The Investigator gathered available evidence as listed. Based on their respective findings, this log number investigation has been concluded with the recommendations listed. Evidence was evaluated and considered by the investigator to reach their findings.

- Witness(es) were identified and interviewed.
- The complainant or Reporting Party cooperated in the investigation and provided information.
- The accused party or parties were interviewed.
- The accused member's complimentary and disciplinary histories were taken into consideration when determining the appropriate discipline for sustained allegations.

*(Listed above are items for which the investigator has indicated as having been obtained and relevant to the investigation. This list is not inclusive of all items. For item list, please see Placeholder narrative text box below for more information.)

INVESTIGATIVE CONCLUSION:

Based on the statements of the involved parties and the gathered evidence in this log investigation, the undersigned finds that the following allegation(s) are SUSTAINED. Based on the SUSTAINED finding(s) and after taking into consideration the accused member's complimentary and disciplinary histories, the undersigned recommends that the following action be taken:



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Accused: DON JEROME
Rank: DEPUTY CHIEF
Star Number: 57

RECOMMENDED PENALTY: 028 - 28 DAY SUSPENSION

Allegations

1 - Sustained - Operation/Personnel Violations/EEO Investigations

- Allegation:** It is alleged by Reporting Party [REDACTED] that on 20 August 2024, at approximately 1620 hours, at the location of 3120 S Halsted St., the Accused, Deputy Chief Don JEROME #57, made an offensive derogatory statement regarding LGBTQ protesters. The Accused allegedly stated, "If those LGBTQ protesters were in Palestine those Muslims would behead them for being gay".
- Rule Violation:** 01 - Violation of any law or ordinance. - It has been determined that on 20 August 2024, at approximately 1620 hours, at the location of 3120 S Halsted St., the Accused, Deputy Chief Don JEROME #57 violated Rule 01 - Violation of any law or ordinance. In that he made an offensive derogatory statement regarding LGBTQ protesters. The Accused stated, "If those LGBTQ protesters were in Palestine those Muslims would behead them for being gay". [1 count(s)]
- Rule Violation:** 02 - Any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department. - It has been determined that on 20 August 2024, at approximately 1620 hours, at the location of 3120 S Halsted St., the Accused, Deputy Chief Don JEROME #57 violated Rule 02 - Any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department. In that he made an offensive derogatory statement regarding LGBTQ protesters. The Accused stated, "If those LGBTQ protesters were in Palestine those Muslims would behead them for being gay". [1 count(s)]
- Rule Violation:** 03 - Any failure to promote the Department's efforts to implement its policy or accomplish its goals. - It has been determined that on 20 August 2024, at approximately 1620 hours, at the location of 3120 S Halsted St., the Accused, Deputy Chief Don JEROME #57 violated Rule 03 - Any failure to promote the Department's efforts to implement its policy or accomplish its goals. In that he made an offensive derogatory statement regarding LGBTQ protesters. The Accused stated, "If those LGBTQ protesters were in Palestine those Muslims would behead them for being gay". [1 count(s)]
- Rule Violation:** 08 - Disrespect to or maltreatment of any person, while on or off duty. - It has been determined that on 20 August 2024, at approximately 1620 hours, at the location of 3120 S Halsted St., the Accused, Deputy Chief Don JEROME #57 violated Rule 08 - Disrespect to or maltreatment of any person, while on or off duty. In that he made an offensive derogatory statement regarding LGBTQ protesters. The Accused stated, "If those LGBTQ protesters were in Palestine those Muslims would behead them for being gay". [1 count(s)]



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2 - Not Sustained - Operation/Personnel Violations/EEO Investigations

Allegation: It is alleged by Reporting Party [REDACTED] that on 20 August 2024, at approximately 1620 hours, at the location of 3120 S Halsted St., the Accused, Deputy Chief Don JEROME #57, threatened retaliation by allegedly pointing towards the Reporting Party and stating, "I will remember your name." The Reporting Party perceived this as a threat of future retaliation and believes it contributed to creating a hostile work environment.

3 - Not Sustained - Conduct Unbecoming Violations/Harassment

Allegation: It is alleged by Reporting Party [REDACTED] that on 20 August 2024, at approximately 1620 hours, at the location of 3120 S Halsted St., the Accused, Deputy Chief Don JEROME #57 harassed the Reporting Party by aggressively questioning him. The Accused allegedly repeatedly stated, "Who beheads gay people?" while walking closer to the Reporting Party's table and pointing his finger at him.