



Sen. Michael W. Halpin

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1 AMENDMENT TO SENATE BILL 368

2 AMENDMENT NO. _____. Amend Senate Bill 368 by replacing
3 everything after the enacting clause with the following:

4 "Section 1. Short title. This Act may be cited as the
5 Dignity Initiative for Corrections Employees Act.

6 Section 5. Purpose. The purpose of this Act is to affirm
7 and protect the dignity, health, and safety of corrections
8 employees by establishing clear standards, protections, and
9 consequences for acts that degrade, assault, or endanger
10 staff. These provisions are intended to apply universally,
11 while allowing the State, State agencies, agencies of units of
12 local government, or collective bargaining agreements to
13 determine the appropriate means of implementation of this Act.

14 Section 10. Definitions. In this Act:

15 "Communicable disease exposure" means any incident in

1 which an incarcerated person's actions knowingly creates a
2 risk of disease transmission through blood, saliva, urine,
3 feces, or other bodily substances.

4 "Corrections employee" means any individual employed or
5 contracted by a State, county, or municipal correctional
6 institution, including custody and non-custody staff.

7 "Dignity offense" means any intentional act by an
8 incarcerated person that degrades, endangers, or assaults a
9 corrections employee, including, but not limited to:

10 (1) throwing, projecting, or otherwise using bodily
11 fluids or human waste;

12 (2) indecent exposure or sexually harassing conduct
13 directed at staff; or

14 (3) verbal or physical acts intended to humiliate,
15 degrade, or threaten employees in the course of their
16 duties.

17 "Exclusive representative" has the meaning given in
18 Section 3 of the Illinois Public Labor Relations Act.

19 Section 15. Prohibited conduct and penalties.

20 (a) A dignity offense shall be treated as an aggravated
21 assault under paragraph (6) of subsection (b) of Section 12-2
22 or an aggravated battery under paragraph (6) of subsection (d)
23 of Section 12-3.05 of the Criminal Code of 2012, consistent
24 with State statutes governing aggravated assault and
25 aggravated battery of correctional employees.

1 (b) Correctional institutions shall prominently display
2 standardized signage in housing units notifying incarcerated
3 individuals of the penalties for committing dignity offenses.

4 (c) Each incident shall be documented, investigated, and
5 referred for potential prosecution in a timely and consistent
6 manner.

7 Section 20. Health and safety protections.

8 (a) Corrections employees shall be notified promptly of
9 any potential exposure to communicable diseases resulting from
10 a dignity offense, in compliance with federal and State health
11 privacy standards.

12 (b) Corrections employees shall be provided with access to
13 medical testing, treatment, and counseling services following
14 confirmed or suspected exposure.

15 (c) The Department of Corrections and units of local
16 government shall ensure funding and resources are available to
17 support staff protections, testing, and investigatory efforts.

18 Section 25. Investigation and training.

19 (a) The Department of Corrections, county sheriffs, and
20 municipal law enforcement agencies shall collaborate with
21 prosecutors, the Illinois State Police, and other law
22 enforcement agencies to establish standardized protocols for
23 investigation and prosecution of dignity offenses.

24 (b) Training shall be provided to corrections employees,

1 prison inspectors, and administrators on:

2 (1) crime scene documentation and evidence
3 preservation;

4 (2) reporting and recordkeeping requirements; and

5 (3) respectful, health-conscious, and legally sound
6 protocols for staff exposure incidents.

7 Section 30. Data collection and evaluation.

8 (a) The Department of Corrections, county sheriffs, and
9 municipal law enforcement agencies shall track and report
10 annually to the Governor and General Assembly on:

11 (1) the number and type of dignity offenses reported;

12 (2) prosecutions pursued and outcomes; and

13 (3) employee health and safety impacts.

14 (b) Independent research partners may be engaged by the
15 Department of Corrections to study the effects of this Act on
16 staff morale, safety perceptions, and workplace culture.

17 Section 35. Implementation.

18 (a) The State and each county and municipality that
19 maintains a jail or municipal lockup shall determine the most
20 appropriate mechanism for implementing this Act consistent
21 with existing laws and labor agreements.

22 (b) Exclusive representatives, the Departments of
23 Corrections, county sheriffs, law enforcement agencies, and
24 State's Attorneys are encouraged to collaborate in the

1 development and execution of implementation plans for this
2 Act.".