

Office of the Kane County State's Attorney



JOSEPH H. McMAHON
State's Attorney

Kane County Judicial Center
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General Offices:
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June 5, 2017

Alex Bederka
Assistant State's Attorney

Re: Meetings on March 30, 2017 and April 3, 2017 regarding conduct in the office

Dear Alex:

As you recall, we met on two separate dates to discuss allegations made by other ASAs regarding your conduct in the office. The allegations included your use of inappropriate language in the office, sexual language in the office, derogatory comments about ASAs both inside and outside the office, and statements inflating your influence with supervisors.

As I discussed with you, the above type of language and actions will not be tolerated in this office. Offensive and derogatory language about other employees is unacceptable and violates office policy concerning Sexual and Other Types of Harassment and Professional Conduct.

If you have an issue with an employee, you are to address the issue in a professional manner. If you need guidance in how to handle certain types of issues (for example body odor) you should discuss the issue with your supervisor or the First Assistant. You are not to engage in conduct that is unbecoming or impugns the integrity of this Office or any member of the Kane County State's Attorney's Office. Further, use of sexually explicit language regarding your sex life or others' in the office is never appropriate in a professional office.

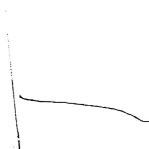
Additionally, you are not to insinuate to ASAs, support staff or volunteers, that you have any special connections or influence with supervisors in the office. As you know, this office has an open door policy for all employees, and I value the input of all employees. I am reassigning your office to the other end of the office, to help correct any impression that you created that you had undue influence in the office.

You have been previously counseled concerning your interpersonal communications with other ASAs and defense counsel. I am issuing you a written reprimand in connection with the current allegations concerning the behavior discussed in our prior two meetings and additionally

described herein. You will meet with your supervisor and/or the First Assistant to determine appropriate remedial training.

Alex, as we discussed, you are a very talented lawyer and a valuable employee in this office. However, the above types of actions will not be tolerated in this office. If this type of behavior continues, it will lead to further discipline up to and including termination. Similarly, harassing, discriminatory and retaliatory conduct is not tolerated and may be grounds for further discipline including immediate termination. If you have any questions, please see me.

Sincerely,

A handwritten signature in black ink, consisting of a vertical line followed by a horizontal stroke that curves to the right.

Kane County State's Attorney