



**OFFICE OF THE MAYOR
CITY OF CHICAGO**

BRANDON JOHNSON
MAYOR

EXECUTIVE ORDER NO. 2026-6

**ESTABLISHING ETHICAL PROCUREMENT STANDARDS
TO PROTECT TAXPAYERS AND OUR COMMUNITIES**

WHEREAS, an unprecedented level of corporate corruption is undermining democratic norms, eroding labor standards, reducing affordability, weakening our public safety, undermining our small businesses, harming our immigrant populations, and surveilling Chicago's workers and communities; and

WHEREAS, federal, state, and local laws have long prohibited individuals and companies from bribing public officials or supplementing public officials' salaries to advance their own business interests; and

WHEREAS, some corrupt giving appears to be routed through nonprofit organizations in order to evade timely disclosures and transparency; and

WHEREAS, such corruption does not just have impacts upon Chicago taxpayers who foot the bill, but it also has direct impacts on our communities' well-being by supporting government overreach; and

WHEREAS, the City of Chicago is living with the consequences of this corporate-funded and enabled authoritarianism and the militarization of civil immigration enforcement, which trades our communities' well-being for corporate profits; and

WHEREAS, responsible firms have taken a stand against government overreach and incursion by refusing pay-to-play deals, which can unfortunately disadvantage these ethical corporations; and

WHEREAS, contractors that consistently adhere to workplace antidiscrimination laws are more likely to have workplace practices that enhance productivity and increase the likelihood of timely, predictable, and satisfactory delivery of goods and services; and

WHEREAS, contractors with track records of compliance with workplace antidiscrimination laws will reduce execution delays and avoid distractions and complications that arise from contracting with contractors with track records of noncompliance; and

WHEREAS, the federal government has in recent years undermined compliance efforts, especially with respect to critical workplace antidiscrimination protections, weakening enforcement of civil rights laws and enabling practices that exacerbate inequality in our workplaces and communities; and

WHEREAS, the City of Chicago has an obligation to ensure that public funds are spent in a manner consistent with ethical standards, legal compliance, and responsible business practices; and

WHEREAS, the City may use its purchasing power to promote ethical commerce and to encourage industry practices that increase the likelihood of timely, predictable, and satisfactory delivery of goods and services and reduce the risk that public dollars are subsidizing corruption that undermines our communities; now, therefore,

I, Brandon Johnson, Mayor of the City of Chicago, do hereby order:

Section 1. Definitions:

- (1) The term “City” means the City of Chicago.
- (2) The terms “Business Entity,” “Controlling Person,” and “Natural Person” have the meanings ascribed to these terms in Section 1-23-010 of the Municipal Code of Chicago (“Code”) and are hereinafter referred collectively to as “Entity” or “Person”)
- (3) The term “Small Order Limit” means the limit for small order procurements under Section 2-92-642 of the Code.
- (4) The term “Adjudicated Violation” means a civil judgment, an arbitral award or decision, or an administrative merits determination that constitutes a final agency order by an administrative adjudicative authority following a proceeding in which the Entity had an opportunity to present evidence or arguments on its behalf.
- (5) The term “Administrative Merits Determination” means any notice or finding—whether final or subject to appeal or further review—issued by an enforcement agency following an investigation that indicates that the Entity violated any provision of the laws giving rise to potential Workplace Antidiscrimination Violations.
- (6) The term “Covered Official” means any individual who receives any salary as compensation for services as an officer or employee of the United States Government, of any independent agency of the United States, of the District of Columbia, or any State, county, school district, or municipality.
- (7) The term “Official Act” means any decision or action on any question, matter, cause, suit, proceeding or controversy, which may at any time be pending, or which may by law be

brought before any Covered Official, in such official's official capacity, or in such official's place of trust or profit.

(8) The term "Public Integrity Violation" means:

- A. Paying, making any contribution to, or in any way supplementing, the salary of any Covered Official except for:
 - i. Any payment allowed under Section 209 of Title 18 of the US Code for the purposes of any covered official whose employment is subject to that section;
 - ii. Any payment excluded from the definition of Gift under 5 C.F.R. § 2635.203(b) or excepted from the prohibition on gifts under 5 C.F.R. § 2635.204;
- B. Any offenses outlined in Section 2-92-320 of the Code.
- C. Any offenses outlined in 720 ILCS Article 33 Official Misconduct and Article 33E Public Contracts.
- D. Directly or indirectly corruptly giving, offering, or promising anything of value to any Covered Official for or because of any Official Act performed or to be performed by such Covered Official; or
- E. Directly or indirectly, offering, or promising anything of value to any Covered Official, or offering or promising any Covered Official to give anything of value to any other person or entity, with intent:
 - i. to influence any official act; or
 - ii. to influence such Covered Official to commit or aid in committing, or collude in, or allow, any fraud, or make opportunity for the commission of any fraud; or
 - iii. to induce such Covered Official to do or omit to do any act in violation of the lawful duty of such official or person; or
- F. Offering or giving a gratuity (e.g., an entertainment or gift) to any Covered Official and intending, by the gratuity, to obtain a contract or favorable treatment under a contract.

(9) "Workplace Antidiscrimination or Wage Theft Violation" means any Adjudicated Violation of title VII of the Civil Rights Act of 1964 (Title VII); the Illinois Human Rights Act; the Cook County Human Rights Ordinance; the Chicago Human Rights Ordinance; Wage Theft pursuant to Section 6-100-050 of the Code or any other laws protecting workers' rights as determined relevant by the Chief Procurement Officer.

Section 2. Disqualification.

The Chief Procurement Officer, consistent with Chapter 1-23, Section 2-92-315, and Section 2-92-320 of the Code, shall promulgate rules that:

- 1) Prohibit any Entity from entering into a contract or subcontract with the City, if such Entity has, in the past five years, committed a Public Integrity Violation or Workplace Antidiscrimination or Wage Theft Violation. Evidence of the commission of a Public Integrity Violation is described in the Appendix of this order.
- 2) Establish appropriate remedies for violating this Section, including by updating rules as appropriate.

Section 3. Certification.

At the earliest practicable date but not later than 90 days after the effective date of this order, the Chief Procurement Officer shall promulgate rules requiring every Person seeking to enter into a contract with the City with an anticipated value exceeding the Small Order Limit to certify its compliance with the requirements of this Executive Order, including its record of compliance during the preceding five (5) years and its continuing obligation to refrain from Public Integrity Violations or Workplace Antidiscrimination or Wage Theft Violations throughout the term of the contract or subcontract.

Such Person shall also be required to extend these requirements to their subcontractors supporting work on City contracts.

These rules shall also apply to any Person with whom an existing contract is amended or extended, except when the amendment is for continuity of operations at the request of the City or to add additional funding. However, the rules will not apply to contracts of any amount under the emergency procurement authority provided in Section 2-92-644 of the Code or under circumstances where the Chief Procurement Officer determines that an exception to these rules is in the best interest of the City.

The certification the Bidder shall sign shall be as follows:

THE BIDDER HEREBY CERTIFIES THAT: The Bidder has read the provisions of the Executive Order on Establishing Ethical Procurement Standards to Protect Taxpayers and Our Communities, a copy of which accompanies this certification, and acknowledges that it is an Entity subject to the requirements of this Order. The Bidder has not committed any Public Integrity Violation, or Workplace Antidiscrimination or Wage Theft Violation for the past 5 years, and the award of

the Contract to the Bidder would not violate the provisions of Section 2 of the Executive Order. If awarded a contract, the Bidder agrees that it will not commit a Public Integrity Violation or Workplace Antidiscrimination or Wage Theft Violation for the term of the contract.

Knowingly making a false statement or false claim to the City may be subject to investigation and civil liability for false statement under Chapter 1-21 of the Code, false claims under Chapter 1-22 of the Code, the Illinois False Claims Act, 740 ILCS 175, or the federal False Claims Act, 31 U.S.C. § 3730.

The Chief Procurement Officer may change the term “Bidder” to such other appropriate term as may be appropriate to the applicable procurement process or otherwise adjust the language of the certification for clarity in the context of a given procurement.

Within 90 days of the effective date of this Order, the Chief Procurement Officer shall notify all existing contractors of this certification requirement and at least annually thereafter. The Chief Procurement Officer shall place a notice of the requirement on the Department of Procurement Service’s website for Entities that are prospective contractors, including a notice of liability for false statements.

Section 4. Audit and Disclosures

Within 90 days of the effective date of this Executive Order, in order to facilitate an audit of current procurement practices, the Chief Procurement Officer will request that each, currently existing City contractor with contracts that individually exceed the Small Order Limit disclose:

- 1) Whether, during the preceding five (5) years, that Entity has received under a current or former contract, or reasonably expects to receive under a current contract, aggregate payments exceeding Five Hundred Thousand Dollars (\$500,000) from any governmental entity or law enforcement agency, and
- 2) Whether, within the preceding five (5) years in relation to a contract with a governmental entity or law enforcement entity, whether the Entity has been served with a summons, complaint, or other legal process in any civil or administrative proceeding alleging excessive force, unlawful detention, unconstitutional policing, discrimination, or other violations of federal or state or local civil rights laws, including the current status and disposition of each such matter; and
- 3) All Entities with individual contracts with the City exceeding the Small Order Limit shall disclose any Workplace Antidiscrimination or Wage Theft Violations to the extent permitted by law for the past 5 years; and

- 4) Each Entity shall provide any report or filing regarding the composition of its board of directors required under 805 ILCS 5/8.12 or any successor law, to the extent such law is applicable to such contractor or subcontractor. An Entity that is not otherwise subject to the reporting requirements of 805 ILCS 5/8.12, but that, together with its parent entities, subsidiaries, and other entities under common control, reported annual net income of \$1 billion or more during its most recently completed fiscal year, shall disclose the same information that would be required of a publicly held domestic or foreign corporation with its principal executive office located in Illinois under 805 ILCS 5/8.12, including but not limited to information concerning diversity within corporate leadership, composition of their board of directors, and their policies and practices for promoting diversity in corporate leadership, to the extent such information is available.
- 5) All Entities with individual contracts with the City exceeding the Small Order Limit shall provide any filing of funds contributed or disbursed in excess of \$1 million in any calendar year to any single entity established, financed, maintained, or controlled by a Covered Official or an entity designated by such Covered Official as required under the federal Honest Leadership and Open Government Act Pub. Law 110-81, as amended.
- 6) Each Entity shall disclose any efforts it has undertaken during the preceding three (3) years to recruit, hire, retain, train, and provide opportunities for advancement to formerly incarcerated individuals, including any relevant hiring policies, recruitment initiatives, partnerships with reentry or workforce development organizations, training or apprenticeship programs, and other efforts to reduce barriers to employment and promote economic opportunity for individuals with criminal records.
- 7) Entities may, at their option, choose to disclose any other information relevant to demonstrating their commitment to Chicago's communities, including locally based hiring plans, training programs and donations to charitable organizations that support the well-being of Chicago's residents.

In addition, as a condition of being awarded a contract, all Entities selected for future contract awards shall file or update these disclosures regularly on such frequency, and in a form and in a manner established by the Chief Procurement Officer by rule, but no less often than annually. Such reports shall be made public by the City, consistent with individual privacy protections.

Section 5. Notifications.

For all new contracts advertised, or if not advertised, awarded, and any contracts extended by amendment, at the earliest practicable date but not later than 90 days after the effective date of this order, the Chief Procurement Officer shall require all Entities awarded such contracts to notify employees working at workplaces located within the City of Chicago of their rights under the laws giving rise to potential Workplace Antidiscrimination or Wage Theft Violations, Article II of Title 6 of the Code, and other applicable workplace protections provided by the City of Chicago. Entities shall be presumed to have complied with this section if they provide such employees with copies of a model workplace rights notice provided by the City and post a copy

of such notice at each of the Entity's workplaces located within the City of Chicago, in each case in a language understood by the employees to whom the notice applies.

Section 6. Ethical Procurement Standards Task Force.

This Order establishes an Ethical Procurement Standards Task Force.

The purposes of the Task Force shall be to propose enhanced ethical procurement standards—consistent with all applicable laws—for the purchase of goods and services by City departments and agencies in order to promote contractor and public integrity and ensure responsible stewardship of public resources and compliance with all federal, state, and (current and future) local workplace antidiscrimination laws and other laws.

Within 60 days after the effective date of this Order, the Mayor shall appoint up to 12 members to the Task Force, chosen based on their experience and expertise in ethics, procurement integrity, and the adverse impacts of corruption and militarization on our communities and our economy.

The Chief of Policy for the Mayor of the City of Chicago and the Chief Procurement Officer or their designees, shall be *ex officio* members of the Advisory Council and shall serve as its Co-Chairs.

As soon as practicable, but in no event later than 90 days after the Mayor appoints the Task Force members, the Task Force shall convene one or more public hearings to seek input on potential enhancements to the City's procurement standards, as described above.

Within 120 days after the Task Force's first meeting, the Task Force shall produce proposed enhancements to the City's procurement standards, including legislation or rulemaking to ensure that taxpayer dollars are being used to promote public integrity and ensure responsible stewardship of public resources and whistleblower protections to support those who help ensure the implementation of these and other orders. The Task Force shall propose procedures for reviewing vendor compliance with the standards established pursuant to this Executive Order.

Section 7. Implementation

Unless otherwise provided herein, within 150 days after the effective date of this Order, the Chief Procurement Officer shall be responsible for updating the relevant rules, regulations, and other guidance to reflect the requirements of this Executive Order, taking care to avoid duplication and streamline overall reporting and administration burdens. All rules promulgated shall give the Chief Procurement Officer authority to suspend or waive some or all requirements in the event of an emergency or otherwise in the best interests of the City.

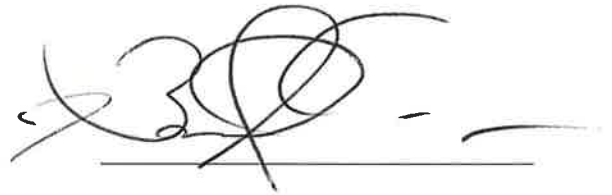
The Chief Procurement Officer shall periodically review and update those terms as needed, including to reflect new and updated workplace antidiscrimination laws.

Section 8. General Provisions

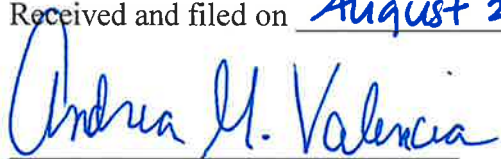
- a. Nothing in this Order shall be construed to impair or otherwise affect authority granted by law to a department, agency, board, or the head thereof.
- b. This Order shall be implemented consistent with applicable law.
- c. This Order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the City, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

Section 9. Effective Date

This Executive Order shall take effect upon its execution and filing with the City Clerk.

A handwritten signature in black ink, appearing to be "R. L. D.", written over a horizontal line.

Mayor

Received and filed on August 26, 2026
A handwritten signature in blue ink, reading "Andrea M. Valencia", written over a horizontal line.

City Clerk

APPENDIX

For purposes of this Executive Order, evidence of the commission of a Public Integrity Violation includes:

- A. a federal, state, or local indictment or charge, conviction or entry of a plea or admission of guilt, civil or criminal, or an administrative determination based on a preponderance of the evidence involving such Public Integrity Violation by an Entity or any Covered Official;
- B. an admission of a Public Integrity Violation by an Entity or Covered Official, whether or not such Entity or Covered Official was subject to prosecution for the offense or offenses admitted to; or
- C. a final finding or administrative determination by a governmental oversight body, including, but not limited to, an inspector general, State or other auditor, or independent ethics commission, that the Entity or Covered Official attempted to commit a Public Integrity Violation, even if no criminal prosecution resulted, unless such finding or administrative determination is later overturned.