

ATTORNEY-CLIENT PRIVILEGED COMMUNICATION
ATTORNEY WORK PRODUCT

CONFIDENTIAL EXECUTIVE SUMMARY OF INVESTIGATION REPORT

TO: James Budzinski, Chairman of the Board of Trustees

FROM: Jennifer Naber, Laner Muchin, Ltd.

CC: Bryan W. Kopman, KGG LLC

DATE: February 17, 2025

RE: CONFIDENTIAL - Executive Summary of Joliet Junior College Internal Investigation

I provide the following CONFIDENTIAL AND PRIVILEGED Executive Summary to the attached Confidential Investigation Report documenting our investigation of the complaints from the President of Joliet Junior College (“JJC” or “College”), Dr. Clyne Namuo (“Dr. Namuo”), and [REDACTED]. The purpose of the internal investigation was to gather facts that will aid in evaluating the merits of the complaints and to provide this Executive Summary containing legal advice relating to potential risk exposure and recommended remedial steps and changes, if any.

The relevant facts and timeline are provided in the Investigation Report and will not be repeated in this Executive Summary. Please also note that the two Board Trustees, Maureen Broderick and Michelle Lee, who were the subjects of the complaints, declined to be interviewed. Therefore, the findings and legal advice are being provided without their input due to their lack of cooperation in the investigation.

I. LEGAL ANALYSIS

As detailed in the Findings contained in the Confidential Investigation Report, both Dr. Namuo and [REDACTED] presented as credible witnesses with verifiable information that was separately corroborated by other witnesses and objective evidence (such as, video footage of Board meetings). It is undisputed that Trustees Broderick and Lee violated multiple Board policies and rules. They have engaged in conduct that interfered with the Board’s business and the work of JJC’s employees. Both also have engaged in unprofessional communications and actions that were demeaning, threatening, offensive, and created a hostile atmosphere to those to

whom they were directed and observers. Such actions are inconsistent with Board Policy 01.01.00 and 01.03.00.

The evidence gathered during the investigation does not show that the actions of Trustees Broderick and Lee are motivated by the protected characteristics of Dr. Namuo, Chair Budzinski, or [REDACTED]. However, they have reported concerns for their safety. In addition, Trustee Lee made comments during the open session of the Board meeting that were offensive and insensitive to Trustee Queeney and observers about Trustee Queeney’s gender identity and those who do not identify as male or female in general. Such actions were inconsistent with Board Policy 01.01.00 and 01.03.00.

Further, on October 16, 2024, Trustee Lee raised her voice towards a student in the audience. The student was out of turn, but the way in which Trustee Lee responded placed her and the Board in a negative light. Her actions were inconsistent with Board Policy 01.01.00 and 01.03.00.

State law does not provide a mechanism for possible impeachment and/or removal from elected office. In addition, multiple votes to censure both Trustee Lee and Trustee Broderick have had little impact to restrain their unprofessional and hostile behavior, which (1) violated Board policies and the Trustee Code of Conduct, and (2) is not in the best interests of the College. Mr. Kopman also consulted with the Illinois Community College Board to seek any additional insights as to how to address this situation, but they do not have any authority over elected officials.

Regardless, the College, including the Board, has an affirmative duty to ensure its employees and students are not subject to a hostile work environment based on a protected class. The mistreatment of Trustee Queeney breaches that line.

II. NEXT STEPS

Please consider the following suggested next steps to address the above and the detailed circumstances described in the Investigation Report:

A. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED].

B. [REDACTED]
[REDACTED]
[REDACTED].

C. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED].

D. [REDACTED]
[REDACTED].

E. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED].

F. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED].