



Legislation Details (With Text)

**File #:** 17-910      **Version:** 1  
**Type:** Resolution      **Status:** Agenda Ready  
**File created:** 12/4/2017      **In control:** City Council  
**On agenda:** 12/19/2017      **Final action:**  
**Title:** Adopt the Resolution authorizing adoption and issuance of the City of Naperville Prohibition and Prevention of Harassment/Sexual Harassment Policy.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution.pdf, 2. Exhibit A Prohibition and Prevention of Harassment Sexual Harassment

Date	Ver.	Action By	Action	Result
12/19/2017	1	City Council	adopted	Pass

**CITY COUNCIL AGENDA ITEM**

**ACTION REQUESTED:**

Adopt the Resolution authorizing adoption and issuance of the City of Naperville Prohibition and Prevention of Harassment/Sexual Harassment Policy.

**DEPARTMENT:** Human Resources

**SUBMITTED BY:** James Sheehan, Director of Human Resources

**BOARD/COMMISSION REVIEW:**

N/A

**BACKGROUND:**

On November 16, 2017, the Illinois General Assembly enacted Public Act 100-0554, which requires that by January 15, 2018 local governments adopt an ordinance or resolution establishing a policy to prohibit sexual harassment.

The law requires that the sexual harassment policy must include:

1. A prohibition on sexual harassment;
2. Details on how an individual can report an allegation of sexual harassment, including options for making a confidential report to a supervisor, ethics officer, Inspector General, or the Department of Human Rights;
3. A prohibition on retaliation for reporting sexual harassment allegations, including availability of whistleblower protections under this Act, the Whistleblower Act, and the Illinois Human Rights Act; and
4. The consequences of a violation of the prohibition on sexual harassment and the consequences for knowingly making a false report.

**DISCUSSION:**

Staff has amended its current Prohibition and Prevention of Harassment Policy to comply with the requirements of the new law and has retitled the policy as the Prohibition and Prevention of Harassment/Sexual Harassment Policy. The revised policy will be published and distributed to all City employees in the City Employee Policy Manual. City employees are required to take harassment prevention training annually and elected officials and members of Boards and Commissions are required to take harassment prevention training upon election or appointment.

**FISCAL IMPACT:**

This Resolution and the Prohibition and Prevention of Harassment/Sexual Harassment Policy have no fiscal impact.