



Legislation Details (With Text)

**File #:** 20-706      **Version:** 1  
**Type:** Resolution      **Status:** Passed  
**File created:** 6/9/2020      **In control:** City Council  
**On agenda:** 6/16/2020      **Final action:** 6/16/2020  
**Title:** Adopt the resolution authorizing the City Manager to implement the policy entitled "Prohibition and Prevention of Harassment/Sexual Harassment".

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution 06-09-2020, 2. Exhibit A-Harassment Policy

Date	Ver.	Action By	Action	Result
6/16/2020	1	City Council	adopted	Pass

**CITY COUNCIL AGENDA ITEM**

**ACTION REQUESTED:**

Adopt the resolution authorizing the City Manager to implement the policy entitled "Prohibition and Prevention of Harassment/Sexual Harassment".

**DEPARTMENT:** Legal Department

**SUBMITTED BY:** Dwight Pancottine, Labor & Employment Attorney

**BOARD/COMMISSION REVIEW:**

N/A

**BACKGROUND:**

On August 9, 2019, the Illinois General Assembly amended the State Officials and Employees Ethics Act, 5 ILCS 430/1-1 et seq. ("Ethics Act") requiring governmental units to adopt an ordinance or resolution amending its sexual harassment policy to provide for a mechanism for reporting and independent review of allegations of sexual harassment made against an elected official of the governmental unit by another elected official of a governmental unit.

**DISCUSSION:**

Staff has amended the policy found in the Employee Policy Manual entitled "Prohibition and Prevention of Harassment/Sexual Harassment" to comply with the requirements of the Ethics Act. The policy has been amended to apply to all public officials, to provide a procedure for public officials to report sexually harassing conduct by another public official, and to provide for an independent review of any such reports.

**FISCAL IMPACT:**

There is no fiscal impact associated with passing this Resolution.

