



Legislation Text

File #: 20-706, Version: 1

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.