

## Lake County Illinois

## Legislation Details (With Text)

File #: 18-0004 Version: 1 Name: Resolution amending Lake County's Policy and

Procedure 2.14 Harassment to comply with newly

adopted state regulations regarding sexual

harassment.

Type: resolution Status: Passed

File created: 12/27/2017 In control: Financial & Administrative Committee

On agenda: Final action: 1/16/2018

Title: Resolution amending Lake County's Policy and Procedure 2.14 Harassment to comply with newly

adopted state regulations regarding sexual harassment.

Sponsors:

Indexes:

Code sections:

**Attachments:** 1. New State Compliant Harrassment

Date	Ver.	Action By	Action	Result
1/16/2018	1	Lake County Board	adopted	Pass
1/10/2018	1	Financial & Administrative Committee	recommended for adoption to the regular agenda	Pass

Resolution amending Lake County's Policy and Procedure 2.14 Harassment to comply with newly adopted state regulations regarding sexual harassment.

- During the November 2017 Veto Session, the legislature adopted new statutory requirements regarding Sexual Harassment, which also applies to local governments.
- Local government's local sexual harassment policies must be in compliance with state regulations by January 2018.
- Section 2.14 of the Lake County Policies and Procedures, which addresses Sexual Harassment, has been substantively amended to reflect recent changes to state law.

## **RESOLUTION**

**WHEREAS**, the Illinois General Assembly has enacted the State Officials and Employees Ethics Act (Public Act 93-615, effective November 19, 2013, as amended by Public Act 100-0554, effective November 16, 2017), which was recently amended to include new statutory provision prohibiting sexual harassment; and

**WHEREAS**, the Act now requires all units of local government, within 60 days after the effective date of Public Act 100-0554, to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment; and

**WHEREAS**, it is the clear intention of the Act to require units of local government to adopt a policy that includes, at a minimum, the specific requirements as set forth in the Act, 5 ILCS 430/70-5; and

WHEREAS, the Illinois General Assembly has required units of local government to include its sexual

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harassment prohibitions examples of sexual harassment, a reporting process to include an anonymous system and information that retaliatory acts are subject to the Whistle Blower Act (740 ILCS 174/), the State Officials and Employees Ethics Act (5 ILCS 430/1-5, and the Illinois Human Rights Act (775 ILCS 5/1-101).

**NOW, THEREFORE, BE IT RESOLVED**, by this County Board of Lake County, Illinois, that the revisions to Section 2.14 - Harassment Policy of the Lake County Employees Policies and Procedures attached hereto is adopted.

**DATED**, at Waukegan, Illinois, on January 16, 2018.