



Lake County Illinois

Legislation Text

File #: 18-0004, **Version:** 1

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 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.