



# City of Chicago



**O2017-7797**

Office of the City Clerk

## Document Tracking Sheet

<b>Meeting Date:</b>	11/8/2017
<b>Sponsor(s):</b>	Laurino (39)
<b>Type:</b>	Ordinance
<b>Title:</b>	Amendment of Municipal Code Section 2-160-140 requiring all city employees, member of a Board or Commission and not-for-profit organization created by city complete a sexual harassment training course
<b>Committee(s) Assignment:</b>	Committee on Workforce Development and Audit

## **ORDINANCE**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:**

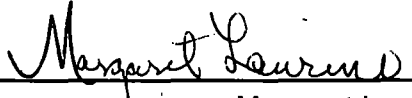
**SECTION 1.** Section 2-160-140 of the Chicago Municipal Code is hereby amended by inserting the language underscored, as follows:

**2-160-140 Sexual Harassment.**

(a) No employer, employee, agent of an employer, employment agency or labor organization shall engage in sexual harassment. An employer shall be liable for sexual harassment by nonemployees or nonmanagerial and nonsupervisory employees only if the employer becomes aware of the conduct and fails to take reasonable corrective measures.

(b) The Mayor, City Clerk, City Treasurer, Aldermen and each member of an alderman's personal staff; City Council committee employee; full-time, part-time and contract employee of the City; member of a Board or Commission of the City; and employee of any not-for-profit organization created by a City ordinance to perform functions traditionally within the power of the City, including raising revenue for municipal functions, shall in each calendar year, complete a sexual harassment training course developed by the Department of Human Resources. Such course shall be offered on the internet and included in the ethics training provided pursuant to Section 2-156-145 of the Code. An individual shall be fined not less than \$200.00 nor more than \$750.00 for each violation of this subsection (b). Each day that a violation continues shall constitute a separate and distinct offense to which a separate fine shall apply. The Department of Human Resources shall also make public, in a manner that the board may deem appropriate, the names of employees and officials who failed to complete a mandatory sexual harassment training on time. Any employee who fails to comply with this section shall be subject to employment sanctions, including suspension, in accordance with the procedures under which the employee may otherwise be disciplined. Any employee who is found to have knowingly falsified his/her compliance with this section will be subject to discharge.

**SECTION 2.** This ordinance is effective on passage and publication.

  
Margaret Laurino  
Alderman, 39<sup>th</sup> Ward