



City of Chicago



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Document Tracking Sheet

Meeting Date:	11/8/2017
Sponsor(s):	O'Shea (19) Laurino (39) Harris (8) Tunney (44)
Type:	Ordinance
Title:	Call for Commissioner of Human Resources to develop citywide policy to protect City of Chicago employees victimized by domestic violence and sexual assault
Committee(s) Assignment:	Committee on Workforce Development and Audit

ORDINANCE

Workforce

WHEREAS, More than 10 million Americans are victims of physical abuse annually; and

WHEREAS, 20 people are victims of physical violence every minute in the United States; and

WHEREAS, 1 in 5 women and 1 in 59 men in the United States is sexually assaulted during his or her lifetime; and

WHEREAS, Physical abuse can result in severe injury and even death; and

WHEREAS, Domestic violence is the leading cause of injury to women between the ages of 15 and 44 in the United States, more than car accidents, muggings, and sexual assault combined; and

WHEREAS, Domestic violence is not limited to physical abuse and can co-occur with other forms of abuse, including psychological abuse, economic abuse, and stalking; and

WHEREAS, 1 in 3 women and 1 in 7 men experience domestic violence in their lifetime; and

WHEREAS, Domestic violence costs employers nationwide \$8.3 billion annually, with \$2.5 billion attributed to absenteeism and lower productivity and \$5.8 billion to increased healthcare costs; and

WHEREAS, Only 14% of employers offer assistance for those employees affected by domestic violence and sexual assault when the abuser is not a co-worker; and

WHEREAS, The City of Chicago is dedicated to the well-being of its employees and is committed to protecting those victimized by domestic violence and sexual assault; and

WHEREAS, Under Section 2-74-020(3) of the Municipal Code of Chicago, The Commissioner of Human Resources has the power and duty to foster and develop programs for the improvement of employee effectiveness, including safety and health; now, therefore,

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

SECTION 1. The Commissioner of Human Resources (for purposes of this ordinance, "Commissioner") shall develop a City-wide policy to protect City of Chicago employees who are victimized by domestic violence and sexual assault by implementing the following measures:

Helping ensure that the workplace is a safe environment for all employees who are experiencing domestic or sexual violence,

Giving immediate assistance to employees who have been subjected to such violence,

Increasing awareness of domestic and sexual violence,

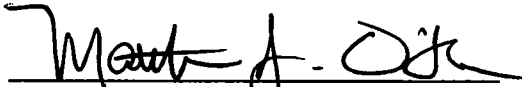
Giving information about personal safety practices and warning signs of abuse, and

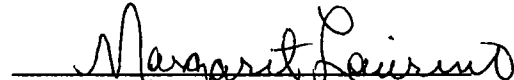
Educating employees on how to recognize warning signs of abuse, act responsively, and refer victims to appropriate resources.


SECTION 2. The Commissioner shall develop ongoing training and informational programs to further this policy and ensure that all employees receive training and/or information, as deemed appropriate to their department and their role within that department by the Commissioner, on the resources available to those impacted by domestic violence.


SECTION 3. In furtherance of the City's commitment to support its employees who experience sexual and/or domestic violence, the Commissioner shall seek to ensure that each of the City's departments incorporates the principles embodied in this ordinance into their practices.

SECTION 4. This ordinance shall take effect upon its passage and publication.


Matthew J. O'Shea
Alderman, 19th Ward


Margaret Laurino
Alderman, 39th Ward


Michelle Harris
Alderman, 8th Ward


Tom Tunney
Alderman, 44th Ward