



City of Chicago



O2017-8684

Office of the City Clerk

Document Tracking Sheet

Meeting Date:

12/13/2017

Sponsor(s):

Laurino (39)
Hairston (5)
Harris (8)
Smith (43)
Mell (33)
Mitts (37)
Sadlowski Garza (10)
Silverstein (50)
O'Connor (40)
Sposato (38)
Lopez (15)
Foulkes (16)
Valencia (Clerk)

Type:

Ordinance

Title:

Amendment of Municipal Code Sections 2-156-010 and 2-156-149 concerning definition of sexual harassment regarding interaction with government entities

Committee(s) Assignment:

Committee on Workforce Development and Audit

ORDINANCE

WHEREAS, the City of Chicago is a home rule unit of government pursuant to the 1970 Illinois Constitution, Article VII, Section 6(a); and

WHEREAS, pursuant to its home rule power, the City of Chicago may exercise any power and perform any function relating to its government and affairs including the power to regulate for the protection of the public health, safety, morals, and welfare; and

WHEREAS, sexual harassment has long been an abhorred tool of subjugation and abuse in the workplace; and

WHEREAS, a spate of recent high-profile allegations against seemingly unassailable and powerful individuals has culminated in a clamor to hold all aggressors accountable for their actions regardless of their status; and

WHEREAS, the Chicago City Council has recently enacted ordinances to ensure that prohibited sexual harassment by all elected City officials of any other City official or employees; and

WHEREAS, though these laws and internal policies govern sexual harassment in the workplace, some victims fall outside of the protections afforded to employees; and

WHEREAS, for lobbyists, vendors, contractors, and members of the general public that interact with governmental bodies on a daily basis, there is a protection gap with respect to sexual harassment in these interactions; and

WHEREAS, the Chicago City Council continues to lead the charge to close the gap in protecting all from sexual harassment; now therefore,

BE IT ORDAINED BY THE CITY COUNCIL OF CHICAGO:

SECTION 1. Section 2-156-010 of the Municipal Code of Chicago is hereby amended by inserting the underscored language as follows:

(Omitted sections are unaffected by this ordinance.)

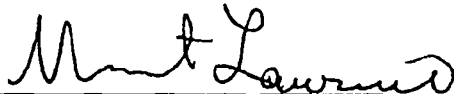
(z) "Sexual harassment" means any unwelcome sexual advances or requests for sexual favors or conduct of a sexual nature when (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or of any governmental decision; or (ii) submission to or rejection of such conduct by an individual is used as the basis for any employment or other governmental decision affecting the individual or the individual's client or employer; or (iii) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

SECTION 2. Section 2-156-149 of the Municipal Code of Chicago is hereby amended by deleting the struck through language as follows:

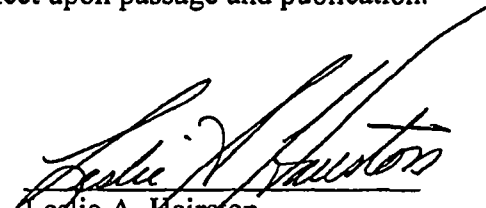
2-156-149 Sexual Harassment by Officials.

No official holding any elected office of the city shall engage in, encourage, or permit - by action or inaction - behavior constituting sexual harassment ~~of any other City official or employee~~. This requirement does not limit or replace any other applicable law, rule, regulation, process, or policy regarding such conduct.

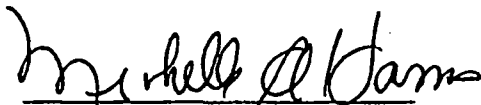
SECTION 3. This ordinance shall be in full force and effect upon passage and publication.



Margaret Laurino
Alderman, 39th Ward

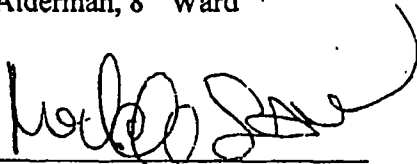


Leslie A. Hairston
Alderman, 5th Ward



Michelle A. Harris
Alderman, 8th Ward

Carrie M. Austin
Alderman, 34th Ward



Michele Smith
Alderman, 43rd Ward


Pat Dowell
Alderman, 3rd Ward

Sophia King
Alderman, 4th Ward




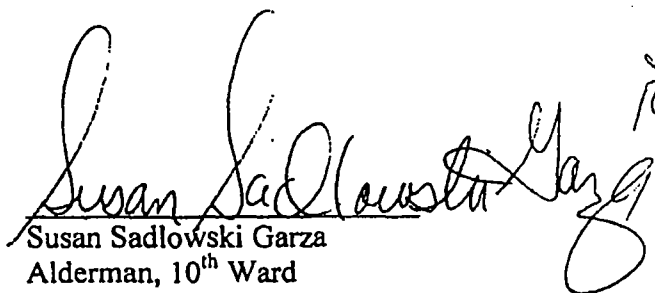
Deborah Mell
Alderman, 33rd Ward

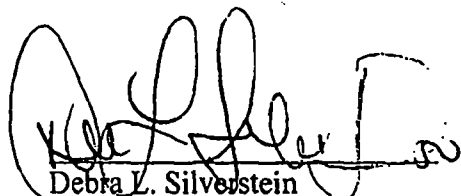
Toni Foulkes
Alderman, 16th Ward




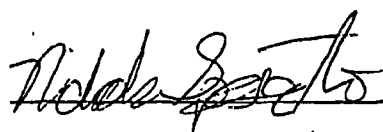
Emma Mitts
Alderman, 37th Ward

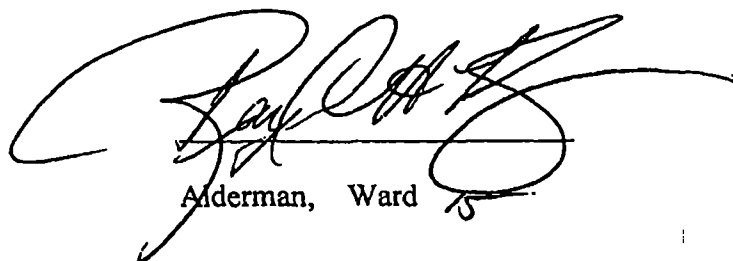

Milagros Santiago
Alderman, 31st Ward

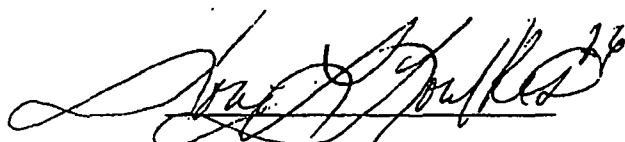

Susan Sadłowski Garza
Alderman, 10th Ward



Debra L. Silverstein
Alderman, 50th Ward



Alderman, Ward



Alderman, Ward 35



Alderman, Ward 5



Alderman, Ward

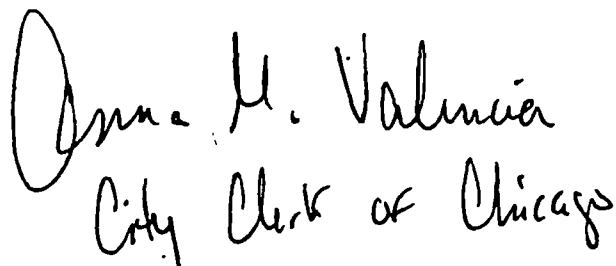

Alderman, Ward


Alderman, Ward


Alderman, Ward


Alderman, Ward


Alderman, Ward


Anna M. Valencia
City Clerk of Chicago