



City of Chicago



R2018-44

Office of the City Clerk

Document Tracking Sheet

Meeting Date:

1/17/2018

Sponsor(s):

Moore (17)
King (4)
Hairston (5)
Sawyer (6)
Sadlowski Garza (10)
Foulkes (16)
Munoz (22)
Taliaferro (29)
Waguespack (32)
Arena (45)
Dowell (3)

Type:

Resolution

Title:

Call for hearing(s) to address official procedures regarding intake, process and investigation and resolution of complaints concerning workplace discrimination and harassment

Committee(s) Assignment:

Committee on Human Relations

RESOLUTION

WHEREAS, multiple instances of racist and discriminatory behavior have revealed a long standing pattern and practice of tolerated discriminatory practices and harassment in the Chicago Department of Water; and

WHEREAS, in the effort to remedy these patterns and practices the Water Department has undergone major personnel changes in recent months; and

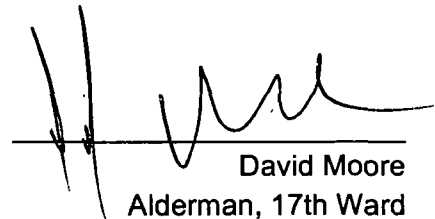
WHEREAS, it is the obligation of this City Council and the leadership at the Department of Water to make meaningful and sustained changes to workplace culture and environment to remedy discrimination and hostility in all its forms; and

WHEREAS, testimony before the Committee on Human Relations on Tuesday, January 10, 2018, revealed a complicated and convoluted complaint process involving conflicting and prohibitively complicated avenues of complaint intake and review; and

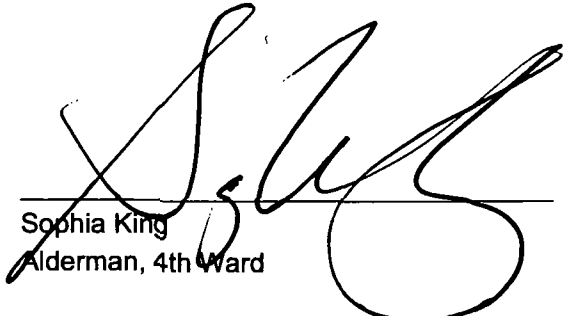
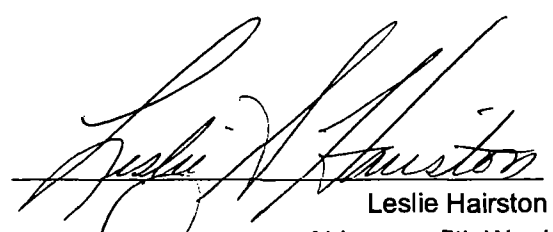
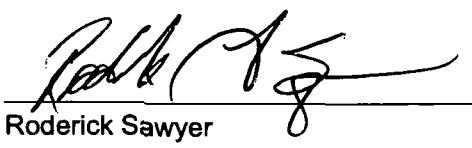
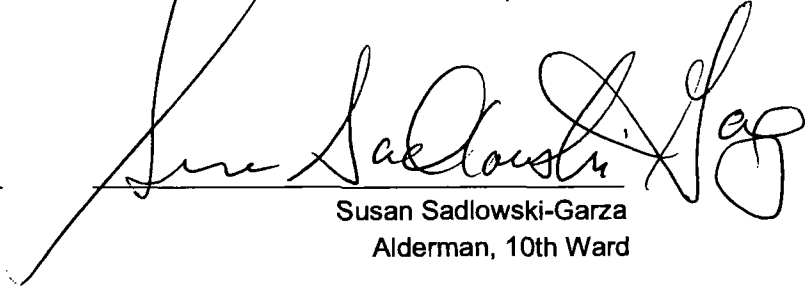
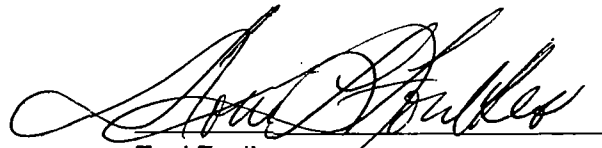
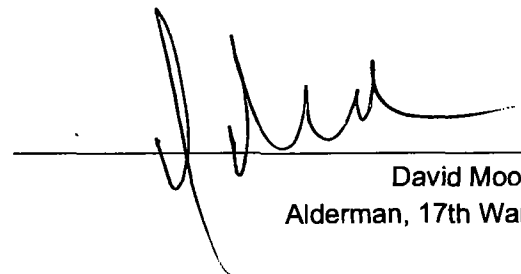
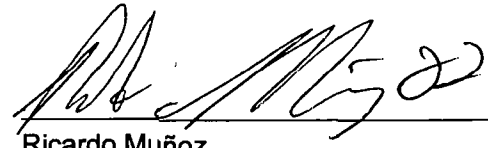
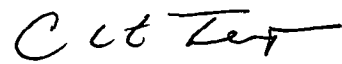


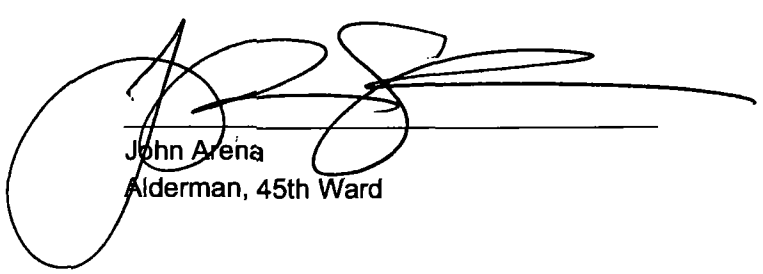
WHEREAS, ensuring that workers have unfettered access to a clear, objective, and effective complaint review process is the legal and moral duty of the employing bodies,

NOW, THEREFORE BE IT RESOLVED, that a hearing be called before the Committee on Human Relations to address official procedures regarding intake, process and investigation and resolution of complaints concerning any form or aspect of workplace discrimination and harassment.

BE IT FURTHER RESOLVED, that representatives from the following departments shall be present at this hearing to address questions: the City of Chicago Department of Water Management, Law Department, the Office of the Inspector General, the Equal Employment Opportunity Division of the Department of Human Resources, the "Grievance Review Board" as defined by Rule XVI, Section 4 of the City of Chicago Personnel Rules, and any other officials having a substantial role in the intake, review and resolution of workplace complaints.



David Moore
Alderman, 17th Ward


Sophia King
Alderman, 4th Ward
Leslie Hairston
Alderman, 5th Ward
Roderick Sawyer
Alderman, 6th Ward
Susan Sadlowski-Garza
Alderman, 10th Ward
Toni Foulkes
Alderman, 16th Ward
David Moore
Alderman, 17th Ward
Ricardo Muñoz
Alderman, 22nd Ward
Christopher Taliaferro
Alderman, 29th Ward
Scott Waguespack
Alderman, 32nd Ward
Carlos Ramirez-Rosa
Alderman, 35th Ward
John Arena
Alderman, 45th Ward

Pat Howell, 315