



discrimination, harassment, and retaliation disputes through forced arbitration proceedings became culturally entrenched and enabled sexual harassers to move to firms and continue harassing; and

WHEREAS, recently, Microsoft took the lead to stop requiring forced arbitration in cases of sexual harassment; and

WHEREAS, United States Representative Cheri Bustos of Illinois and United States Senator Kirsten Gillibrand of New York introduced the Ending Forced Arbitration of Sexual Harassment Act of 2017, which would ban the use of forced arbitration in cases of sexual harassment and discrimination; and

WHEREAS, the Ending Forced Arbitration of Sexual Harassment Act of 2017 has bipartisan support and is waiting for Speaker Paul Ryan to allow a vote in the House; and

WHEREAS, similar to nondisclosure agreements, forced arbitration silences victims of sexual harassment by keeping the issue out of public and law enforcement scrutiny; and

WHEREAS, the Chicago City Council stands with workers to ensure that businesses in our city conform with the mission to foster a safe workplace and prevent harassers from hiding behind forced arbitrations; now, therefore,

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

SECTION 1. The above recitals are expressly incorporated herein and made part hereof as though fully set forth herein.

SECTION 2. Chapter 2-92-320 of the Municipal Code of Chicago is hereby amended by adding the language underscored as follows:

Chapter 2-92-320 Ineligibility for city transactions - Other offenses.

(a) No person or business entity shall participate in a transaction as defined herein, and may have its current transactions permanently or temporarily suspended or canceled, if that person or business entity:

*(Omitted text is not affected by this ordinance)*

(8) has mandated a pre-dispute arbitration process or agreement in sexual harassment claims except where such a process has been voluntarily elected by the claimant. For purposes of this subsection (a) (8): "sexual harassment" is as defined in 2-160-020 On) of this code: and "pre-dispute arbitration agreement" means any agreement to arbitrate disputes that had not arisen at the time of the making of the agreement.

SECTION 3. This ordinance shall be in full force and effect one hundred and eighty (180) days after passage and publication.