



# Office of the City Clerk

City Hall  
121 N. LaSalle St.  
Room 107  
Chicago, IL 60602  
www.chicityclerk.com

## Legislation Text

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**Committee on Human Relations January  
17, 2018 City Council Meeting**

### 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.

Ricardo Munoz Alderman, 22nd Ward

Christopher Taliaferro Alderman, 29th Ward

Scott Waguespack Alderman, 32nd Ward  
Carlos Ramirez-Rosa Alderman, 35th Ward