



# Office of the City Clerk

City Hall  
121 N. LaSalle St.  
Room 107  
Chicago, IL 60602  
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## Legislation Details (With Text)

**File #:** SO2017-7797

**Type:** Ordinance **Status:** Passed

**File created:** 11/8/2017 **In control:** City Council

**Final action:** 12/13/2017

**Title:** Amendment of Municipal Code Section 2-156-145 requiring all city employees, members of boards or commissions and not-for-profit organization created by city to complete sexual harassment training course

**Sponsors:** Laurino, Margaret, O'Connor, Patrick, Zalewski, Michael R., Smith, Michele, Willie B. Cochran, Hairston, Leslie A., Valencia, Anna M.

**Indexes:** Ch. 156 Governmental Ethics

**Attachments:** 1. SO2017-7797.pdf, 2. O2017-7797.pdf

Date	Ver.	Action By	Action	Result
12/13/2017	1	City Council	Passed as Substitute	Pass
12/12/2017	1	Committee on Workforce Development and Audit	Add Co-Sponsor(s)	
12/7/2017	1	Committee on Workforce Development and Audit	Add Co-Sponsor(s)	
12/7/2017	1	Committee on Workforce Development and Audit	Recommended to Pass	
11/8/2017	1	City Council	Referred	

Workforce Development and Audit

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## ORDINANCE BE IT ORDAINED BY THE CITY COUNCIL OF

### THE CITY OF CHICAGO:

SECTION 1. Section 2-156-145 of the Chicago Municipal Code is hereby amended by deleting the language stricken and inserting the language underscored, as follows:

#### **2-156-145 Ethics and sexual harassment education.**

a) (1) Except as otherwise provided in subsection (a)(2), each official, member of an alderman's personal staff, city council committee staff member and each person holding a senior executive service position with the city (all positions listed in Appendix A to Chapter 2-74 of the code) shall attend an ethics education seminar offered by the board of ethics within 120 days of becoming an official, member of an alderman's personal staff, city council committee staff member or holding a senior executive service position with the city; and every four years thereafter.

(2) Each city employee and official not covered in subsection (a)(1) shall complete an ethics training program in a manner specified and offered by the board of ethics within 60 days of employment with the city or becoming a city official.

(3) The seminar offered in accordance with this subsection (a) shall educate persons required to take the seminar as to their duties and responsibilities under this chapter.

b) In addition to the requirement of subsection (a), each official, member of an alderman's personal staff, city council committee employee, full-time, part-time and contract employee of the city, and employee of any not-for-profit organization created by a city ordinance to perform functions traditionally within the power of the city^ including raising revenue for municipal functions, shall in each calendar year complete an annual ethics education training course developed by the board of ethics. Such course may be offered in-person, through an internet based program, or other manner prescribed by the board of ethics. Any employee who fails to comply with this section shall be subject to employment sanctions, including suspension, in accordance with the procedures under which the employee may otherwise be disciplined. Any employee who is found to have knowingly falsified his/her compliance with this section shall be subject to discharge.

c) The training and education required by subsections (a)(1) and (b) of this section shall include a component specifically addressing sexual harassment. The substance of this component shall be developed by the Department of Human Resources.

d) Any, member of a Board or Commission of the City shall complete sexual harassment training developed by the Department of Human Resources within 120 days of becoming a member of a Board or Commission of the City. Such training shall be offered in a manner determined by the Commissioner of Human Resources. The Department of Human Resources shall also make public the names of any member of a Board or Commission of the

#### Workforce Development and Audit

City who failed to complete the mandatory sexual harassment training on time. Board or Commission members who fail to comply with this section shall be subject to suspension or removal from the Board or Commission. Any person who is found to have knowingly falsified his/her compliance with this section will be subject to suspension or removal. Failure to complete this training will be addressed as provided for in this subsection (d), with no further penalties or sanctions.

(e) Upon advice to the board, the board shall issue or cause to be issued information regarding this chapter to each consultant or contractor hired by the city with information as to how this chapter shall apply to such consultant or contractor and to city employees and officials who work with such consultant or contractor.

{d} {f} The board, in collaboration with the department of human resources, shall make available ethics training to any employee or official leaving city employment. Such ethics training shall be made available, in such a manner as the board determines, before such employee or official receives his or her final paycheck. The ethics training shall cover post-employment conduct and other relevant ethics subjects

as the board may deem appropriate.

SECTION 2. This ordinance is effective on passage and publication.

Margaret Laurino Alderman,  
39<sup>th</sup> Ward

CHICAGO CITY COUNCIL CO-SPONSOR ADDITION /CHANGE

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- City Clerk

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CHICAGO CITY COUNCIL CO-SPONSOR ADDITION /CHANGE

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Committee on Workforce Development and Audit

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## Chicago City Council Co-Sponsor Form

Document No.: SO2017-7797

Subject: Amend Muni. Code Sec. 2-160-140 re: Sexual Harassment Training

Adding Co-Sponsor(s)

Please ADD Co-Spffiiisforfs) Shown Below - (Principal Sponsor's Consent Required)

(Signature)

Alderman

(Signature)

Alderman

j&ity Clerk)

Alderman \_\_\_\_\_ Ward)

(Signature) \_\_\_\_\_ Ward)

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Principal Sponsor \_\_\_\_\_ (Signature)

Removing Co-Sponsor(s)

Please REMOVE Co-Sponsor(s) Below - (Principal Sponsor's Consent NOT Required)

Ward) Ward)

Date Piled:

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- City Clerk

Co-Sponsor Form OCC 9.2016

CITY COUNCIL December 13, 2017

To the President and Members of the City Council:

Your Committee on Workforce Development and Audit, to which was referred (November 8, 2017) an ordinance amending Municipal Code Section 2-160-140, requiring all city employees, members of boards or commissions and not-for-profit organizations created by the city to complete sexual harassment training courses; and a subsequent substitute ordinance introduced directly into committee (December 7, 2017), begs leave to recommend that your Honorable Body DO PASS the substitute ordinance submitted herewith.



This recommendation was concurred in by all members of the committee present, with no dissenting votes.

Respectfully submitted,

Patrick J. O'Connor Chairman  
Committee on Workforce Development & Audit