

RESOLUTION NO. 2018-05

**RESOLUTION ADOPTING POLICY PROHIBITING HARASSMENT,
DISCRIMINATION, AND RETALIATION
(and procedures for reporting and investigating complaints)**

WHEREAS, the South Holland Public Library (the Library) is a unit of local government which operates a Public Library; and

WHEREAS, by P.A. 100-0554 effective November 16, 2017, the Illinois General Assembly amended the State Officials and Employees Ethics Act (Ethics Act), 5 ILCS 430/1-1 et seq.; and

WHEREAS, the provisions of P.A. 100-0554 relevant to the Library (5 ILCS 430/70-5) are the following:

No later than 60 days after the effective date of this amendatory Act of the 100th General Assembly, each governmental unit shall adopt an ordinance or resolution establishing a policy to prohibit sexual harassment. The policy shall include, at a minimum: (i) a prohibition on sexual harassment; (ii) details on how an individual can report an allegation of sexual harassment, including options for making a confidential report to a supervisor, ethics officer, Inspector General, or the Department of Human Rights; (iii) a prohibition on retaliation for reporting sexual harassment allegations, including availability of whistleblower protections under this Act, the Whistleblower Act, and the Illinois Human Rights Act; and (iv) the consequences of a violation of the prohibition on sexual harassment and the consequences for knowingly making a false report.

WHEREAS, the attached Policy Prohibiting Harassment, Discrimination, and Retaliation is intended to comply with the requirements of the Ethics Act, as amended by P.A. 100-0554.

NOW, THEREFORE, IT IS RESOLVED by the Board of Library Trustees as follows:

1. The attached Policy Prohibiting Harassment, Discrimination, and Retaliation be and is adopted.
2. This Resolution and the attached Policy supersede Resolutions and Policies, if any, which conflict with this Resolution and the attached Policy.
3. This Resolution is effective immediately.

Passed this 18th day of December, 2017.

AYES: _____

NAYS: _____

ABSENT: _____

ABSTAIN: _____

Vanessa Bradley
President, Board of Library Trustees
South Holland Public Library

Nancy Banash
Secretary, Board of Library Trustees
South Holland Public Library