

HOFFMAN ESTATES PARK DISTRICT MEMORANDUM # 17-133

To: A&F Committee
From: Dean Bostrom, Executive Director
Craig Talsma, Deputy Director/Director of Admin & Finance
Eric Leninger, Superintendent of HR/Risk Management
Date: December 1, 2017
Re: Resolution prohibiting sexual harassment

Background:

Illinois Public Act 100-0554, effective November 16, 2017, requires all non-home units of local government to adopt by resolution or ordinance, a policy that prohibits sexual harassment. The Act also requires specific language pertaining to the reporting of sexual harassment, availability of whistleblower protections to reporters, and consequences for violating the policy.

Implications:

Currently, HEPD has a policy prohibiting sexual harassment; however, that policy has not been formally adopted in resolution form; the only adoption is as part of our policy manual. The text of the current policy has been updated with verbiage suggested by PDRMA in order to ensure HEPD remains in compliance with Public Act 100-0554. Additionally, a resolution formally adopting the policy has been drafted.

The resolution R17-003 and updated policy are attached; they are required to be approved by the Park Board by January 15, 2018.

Recommendation:

That the A&F committee recommends the resolution prohibiting sexual harassment to the full board for approval.