RESOLUTION

Re: SEXUAL HARASSMENT

Whereas, it is required by Public Act 95-880* that each local government unit adopt a policy to prohibit sexual harassment and since it is critical to the success of all human relations that we respect the value of another person and avoid the intentional or unintentional demeaning of another, and

Whereas, it is critical to value the worth and integrity of each person that we do all that we can to ensure a positive environment for work and professional development that can only benefit all, and to ensure that no one is subject to a hostile or demeaning environment due to sexual harassment, and

Whereas it is important that we therefore re-affirm and re-advertise our already existing and current policy against sexual harassment and discrimination of any kind and pledge again to ensure that the work environment of every individual in the employ of this County is free from harassment and reaffirm our policy to so assist in this goal as shown in the attached Exhibit "A" attached hereto and incorporated herein by reference, and

IT IS THEREFORE RESOLVED that to assist in the continued adherence to this goal, the County of Vermilion re-affirms and restates it's policy against sexual harassment or any harassment, and that appropriate training as provided by, or facilitated by, the Human Resources Director will be made available for each employee and official of this County and such completion of the training will be encouraged within each department.

BE IT FURTHER RESOLVED that where necessary to comply with State or Federal mandates, such policy or practice changes shall be implemented on a temporary basis upon notification to the chairman of the respective named committees as well as the County Board Chairman and absent objection by the County Board Chairman after discussion with the named committee chairman, such policies and practices shall be adopted with the proviso that the full

APPROVED BY EXECUTIVE/LEGISLATION COMMITTEE:

Michael Marron (Y) N A _____ Date 01-02-2018

Chairman

Todd Johnson (Y) N A

Steve Fourez (Y) N A

Kevin Green (Y) N A

Crisi Walls Y N (A)

A.J. Wright (Y) N A

Becky Stark (Y) N A

ARTICLE 18

SEXUAL HARASSMENT POLICY

18.1 POLICY STATEMENT.

All employees should be aware of Vermilion County's prohibition regarding any form of sexual harassment in the workplace. All employees must be allowed to work in an environment free from sexual overtones and intimidation.

18.2 DEFINITION.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual; or (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

18.3 PROHIBITED CONDUCT.

No employee shall directly or indirectly: (a) threaten or insinuate that another employee's refusal to submit to sexual advances will adversely affect that employee's relationship with County, work status evaluation, wages, advancement, assigned duties, or any other condition of employment; (b) promise, imply or grant preferential treatment in connection with another employee engaging in sexual conduct; or, (c) abuse the dignity of another employee through insulting or degrading sexual remarks or conduct.

18.4 REPORTING OF INCIDENT.

Any incident of perceived sexual harassment should be reported as quickly as possible, in confidence, to the State's Attorney, the Sheriff, or the Human Resources Director, so that an immediate investigation may be conducted. Every effort will be made to promptly investigate any allegation of sexual harassment in as confidential a manner as possible and appropriate action will be taken where warranted.

18.5 DISCIPLINE.

Anyone who is determined, after an investigation, to have engaged in sexual harassment in violation of this policy will be subject to disciplinary action up to and including termination. In addition, because false accusations regarding sexual harassment can have serious effects on the person or person accused, any person who deliberately and in bad faith makes a false accusation shall be subject to appropriate disciplinary action when warranted.

18.6 RETALIATION.

Retaliating or discriminating against an employee for reporting sexual harassment is prohibited. Protection is provided by this policy, by the Illinois Human Rights Act and the Whistleblower Act.

18.7 QUESTIONS.

You are encouraged to raise any questions regarding this policy with the Human Resources Director.

board shall vote to concur as soon as it practicable to ensure ongoing compliance with State and Federal Regulations and Laws as well as needed best practices based upon experience and necessity to ensure the intent of this Resolution is observed.

*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. (Source P.A. 95-880).

PRESENTED, APPROVED AND RESOLVED by the County Board of Vermilion County, Illinois at the January 9, 2018 A.D. Session.

DATED this 9th day of JANUARY 2018 A.D.

AYE 22 NAY _____ ABSTAIN _____

ABSENT 5

Michael T. Marron

Chairman, Vermilion County Board

ATTEST:

Cathy Jenkins

Clerk of the County Board