

ORDINANCE NO. 2020-01

AN ORDINANCE AMENDING CHAPTER 7 OF THE PERSONNEL MANUAL REGARDING SEXUAL HARASSMENT FOR THE VILLAGE OF STICKNEY.

WHEREAS, the Village of Stickney (the "Village") is a home rule municipal corporation in accordance with Article VII, Section 6(a) of the Constitution of the State of Illinois of 1970; and

WHEREAS, the Village has the authority to adopt ordinances and to promulgate rules and regulations that pertain to its government and affairs, and to review, interpret and amend its ordinances, rules and regulations; and

WHEREAS, the Village President (the "President") and the Board of Trustees of the Village (the "Village Board" and with the President, the "Corporate Authorities") are committed to ensuring that all Village employees are able to enjoy a work environment that is free from all forms of discrimination, including sexual harassment; and

WHEREAS, the Illinois General Assembly recently enacted Public Act 101-0221, an Act concerning employment and governmental ethics, which became effective immediately, dated August 9, 2019 (the "Act"); and

WHEREAS, pursuant to the Act, each governmental unit shall adopt an ordinance or resolution amending its sexual harassment policy to establish a mechanism for reporting and independent review of allegations of sexual harassment made against an elected official of the governmental unit by another elected official of a governmental unit; and

WHEREAS, the Corporate Authorities have determined that it is advisable and in the best interest of the Village and its employees to strike the Village's current sexual harassment policy as set forth in the Personnel Manual (the "Personnel Manual"), and replace the same with an updated sexual harassment policy (the "Policy") as set forth in Exhibit A, attached hereto and incorporated herein;

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF STICKNEY, COOK COUNTY, ILLINOIS, as follows:

ARTICLE I. IN GENERAL

SECTION 1. INCORPORATION CLAUSE.

The Corporate Authorities hereby find that all of the recitals hereinbefore stated as contained in the preambles to this Ordinance are full, true and correct and do hereby, by reference, incorporate and make them part of this Ordinance as legislative findings.

SECTION 2. PURPOSE.

The purpose of this Ordinance is to strike the Village's current sexual harassment policy as set forth in the Personnel Manual and to replace the same with an updated Policy, as set forth in Exhibit A, and to authorize the President or his designee to take all actions necessary to carry out the intent of this Ordinance.

ARTICLE II.

AMENDMENT OF CHAPTER 7 OF THE PERSONNEL MANUAL

SECTION 3.0. AMENDMENT OF CHAPTER 7 OF THE PERSONNEL MANUAL.

That the Village's Personnel Manual is hereby amended, notwithstanding any provision, ordinance, resolution or Village Code section to the contrary, by striking Chapter 7 of the Personnel Manual in its entirety and replacing the same with the Policy as set forth in Exhibit A.

SECTION 3.1. OTHER ACTIONS AUTHORIZED.

The officers, employees and/or agents of the Village shall take all action necessary or reasonably required to carry out, give effect to and consummate the amendments contemplated by this Ordinance and shall take all action necessary in conformity therewith. The officers, employees and/or agents of the Village are specifically authorized and directed to draft and disseminate any and all necessary forms or notices to be utilized in connection with the intent of this Ordinance.

ARTICLE III. HEADINGS, SAVINGS CLAUSES, PUBLICATION, EFFECTIVE DATE

SECTION 4. HEADINGS.

The headings of the articles, sections, paragraphs and subparagraphs of this Ordinance are inserted solely for the convenience of reference and form no substantive part of this Ordinance nor should they be used in any interpretation or construction of any substantive provision of this Ordinance.

SECTION 5. SEVERABILITY.

The provisions of this Ordinance are hereby declared to be severable and should any provision of this Ordinance be determined to be in conflict with any law, statute or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein and all other provisions shall remain unaffected, unimpaired, valid and in full force and effect.

SECTION 6. SUPERSEDER.

All code provisions, ordinances, resolutions, rules and orders, or parts thereof, in conflict herewith are, to the extent of such conflict, hereby superseded.

SECTION 7. PUBLICATION.

A full, true and complete copy of this Ordinance shall be published in pamphlet form or in a newspaper published and of general circulation within the Village as provided by the Illinois Municipal Code, as amended.

SECTION 8. EFFECTIVE DATE.

This Ordinance shall be effective and in full force immediately upon its passage and approval.

PASSED this 7th day of January, 2020.

AYES: Trustee Hrejsa, Kapolnek, Milenkovic, Torres and White

NAYS: None

ABSENT: Trustee Savopoulos

ABSTENTION: None

APPROVED by me this 8th day of January, 2020.

Jeff Walik, President

ATTESTED AND FILED in my
office this 8th day of January, 2020.

Audrey McAdams, Village Clerk

EXHIBIT A