

VILLAGE OF ANTIOCH

18-11-34

***AN ORDINANCE EXTENDING THE LIMITATIONS PERIOD
FOR FILING SEXUAL HARASSMENT CHARGES***

ADOPTED BY THE PRESIDENT AND BOARD OF TRUSTEES

OF THE

VILLAGE OF ANTIOCH, ILLINOIS

ON

NOVEMBER 19, 2018

Published in pamphlet form by authority of the Village Board
of the Village of Antioch, Lake County, Illinois,
this 28th day of November, 2018.

LAWRENCE M. HANSON	President	MARY C. DOMINIAK	Trustee
LORI K. ROMINE	Clerk	JERRY T. JOHNSON	Trustee
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ORDINANCE 18-11-34

AN ORDINANCE EXTENDING THE LIMITATIONS PERIOD FOR FILING SEXUAL HARASSMENT CHARGES

WHEREAS, consistent with the mandate of Public Act 100-0554, the Village adopted Ordinance 17-12-48 which codified a formal policy prohibiting sexual harassment as Chapter 1-12 of the Antioch Municipal Code, and

WHEREAS, Public Act 100-1066 was recently enacted into law, which changes the limitations period for filing complaints of discrimination, including sexual harassment, with the Department of Human Rights from 180 days to 300 days, and

WHEREAS, it is the intention of the Village to keep its policies consistent with state law, particularly where extended periods of time for filing complaints are concerned,

NOW THEREFORE, BE IT ORDAINED by the Village of Antioch, Lake County, Illinois, as follows:

SECTION ONE: Section 1-12-5 C of the Antioch Municipal Code is hereby amended and shall hereafter read as follows (additions underlined, deletions ~~stricken~~):

C. Resolution Outside Municipality: The purpose of this chapter is to establish prompt, thorough and effective procedures for responding to every report and incident so that problems can be identified and remedied by the Municipality. However, all Municipal employees have the right to contact the Illinois Department of Human Rights (IDHR) or the Equal Employment Opportunity Commission (EEOC) for information regarding filing a formal complaint with those entities. An IDHR complaint must be filed within ~~one hundred eighty (180)~~three hundred (300) days of the alleged incident(s) unless it is a continuing offense. A complaint with the EEOC must be filed within three hundred (300) days.

SECTION TWO: Section 1-12-6 G of the Antioch Municipal Code is hereby amended and it shall hereafter read as follows (additions underlined, deletions ~~stricken~~):

G. An employee who is suddenly transferred to a lower paying job or passed over for a promotion after filing a complaint with IDHR or EEOC, may file a retaliation charge - due within ~~one hundred eighty (180)~~three hundred (300) days (IDHR) or three hundred (300) days (EEOC) of the alleged retaliation.

SECTION THREE: This Ordinance shall be in full force and effect from and after its passage, approval and publication as required by law.

PASSED BY THE BOARD OF TRUSTEES OF THE VILLAGE OF ANTIOCH, ILLINOIS,
ON THIS 19TH DAY OF NOVEMBER, 2018.

ATTEST:


LAWRENCE M. HANSON, MAYOR


LORI K. ROMINE, VILLAGE CLERK



