

**A RESOLUTION AFFIRMING A POLICY PROHIBITING SEXUAL HARASSMENT
ENACTED BY THE VILLAGE OF BARRINGTON HILLS**

WHEREAS, the Village of Barrington Hills (the “Village”) located in the Counties of Cook, Kane, Lake and McHenry in the State of Illinois, is a home rule municipality; and

WHEREAS, the Illinois General assembly recently enacted Public Act 100-0554 (the “Act”), an Act concerning government, which became effective immediately, dated November 16, 2017; and

Whereas, pursuant to the Act, each unit of government in Illinois is required to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment, which provides 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 the availability of whistleblower protections under the Act; and (iv) the consequences of a violation of the prohibition on sexual harassment and the consequences for knowingly making a false report; and

WHEREAS, the Village of Barrington Hills has previously adopted a Personnel Policy (the “Policy”) which sets forth a general prohibition on harassment in the work place, with specific attention paid to the prohibition of sexual harassment, as set forth in the Policy in Section 9.02 which meets the requirements of the Act in all respects, other than providing for Whistleblower protection; and

WHEREAS, to fully meet the requirements of the Act, the corporate authorities of the Village of Barrington Hills do hereby adopt this resolution affirming the Policy set forth in Section 9.02 of its Personnel Policy prohibiting sexual harassment, and adding to the Policy additional protections and information as required by the Act, all in the form attached hereto as Exhibit A.

NOW, THEREFORE, be it resolved by the President and Board of Trustees of the Village of Barrington Hills, Cook, Kane and McHenry Counties, Illinois, as a home rule municipality, the following:

SECTION ONE: That the recitals set forth above are incorporated herein and made a part hereof.

SECTION TWO: That the Personnel Policy of the Village is hereby amended as set forth in Exhibit A, to fully meet Illinois law requirements relative to prohibiting sexual harassment in the workplace.

SECTION THREE: The Policy set forth in Exhibit A shall be fully incorporated into the Village’s Personnel Policy and the Village Administrator is hereby directed to provide a copy of the Policy attached hereto as Exhibit A to all employees of the Village.

SECTION FOUR: This Resolution shall be in full force and effect from and after and its passage, approval and publication according to law.

Ayes: 5 Nays: 1 Absent: 1

PASSED AND APPROVED by the President and Board of Trustees of the Village of Barrington Hills, Illinois, this 19th day of December, 2017.

APPROVED:


Village President

ATTEST:


Village Clerk