

General Personnel

Exhibit – Resolution to Prohibit Sexual Harassment

WHEREAS , Section 10-20 of the School Code (105 ILCS 5/10-20) grants school boards other powers that are not inconsistent with their duties;

WHEREAS, Section 1-5 of the State Officials and Employees Ethics Act (5ILCS 430/1-5) includes school districts within the definition of a *governmental entity*;

WHEREAS, Section 5-65 of the State Officials and Employees Ethics Act (5ILCS 430/5-65, added by P.A. 100-554) provides that all persons have a right to work in an environment free from sexual harassment;

WHEREAS, Section 70-5 of the State Officials and Employees Ethics Act (5ILCS 430/70-5, amended by P.A.s 100-554 and 101-221 requires governmental entities to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment which, at a minimum, includes: (1) a prohibition on sexual harassment; (2) 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 Ill. Dept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations, including availability of whistleblower protections under the Act, the Whistleblower Act (740 ILCS 174/), and the Ill. Human Rights Act (775 ILCS 5/); (4) the consequences: (a) of a violation of the prohibition on sexual harassment ; and (b) for knowingly making a false report; and (5) a mechanism by a fellow Board member or other elected official;

THEREFORE, BE IT RESOLVED, by the Board of Education of Northbrook School District 28, Cook County, Illinois, as follows:

Section 1: The Board policies 2:105, *Ethics and Gift Ban*, and 5:20, *Workplace Harassment Prohibited*, , which collectively contain the following: (1) a prohibition on sexual harassment; (2) detail regarding how an individual can report an allegation of sexual harassment, including options for making a confidential report to an immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, a Complaint Manager, or the Ill. Sept. of Human Rights; (3) a prohibition on retaliation for reporting sexual harassment allegations and a statement regarding the availability of whistleblower protections under the State Officials and Employees Ethics act, the Whistleblower Act, and the Ill. Human Rights Act; and (4) the consequences; (a) of a violation of the prohibition on sexual harassment; and (b) for knowingly making a false report, and (5) a mechanism for reporting and independent review of allegations of sexual harassment made against a Board member by a fellow Board member or other elected official.

Section 2: Any prior versions of Board policies 2:105, *Ethics and Gift Ban*, and 5:20 *Workplace Harassment Prohibited*, adopted by the Board are superseded by this Resolution.

Adopted this _____ day of _____, 20____.

Attested by: _____

Attested by _____

CROSS REF: 5:10 (Equal Employment Opportunity and Minority Recruitment)
ADOPTED: January 27, 2009
REVISED: February 26, 2013
July 29, 2015

REVISED: February 25, 2020