RESOLUTION 20-01: A RESOLUTION OF THE BOARD OF TRUSTEES OF THE REDDICK PUBLIC LIBRARY DISTRICT REGARDING SEXUAL AND WORKPLACE HARASSMENT TO COMPLY WITH PUBLIC ACT 101-0221, THE WORKPLACE TRANSPARENCY ACT

WHEREAS, the Illinois General Assembly has enacted Public Act 101-0221, referred to as the Workplace Transparency Act, which became effective January 1, 2020; and

WHEREAS, Public Act 101-0221, the Workplace Transparency Act, requires that all governmental entities in Illinois adopt certain amendments to their existing sexual and workplace harassment policies and to approve those amendments by resolution; and

WHEREAS, Public Act 101-0221 requires that all governmental entities in Illinois pass by resolution or ordinance amendments to their existing sexual and workplace harassment policies to include a mechanism for the reporting and independent review of an allegation of sexual harassment made against an elected official of the governmental unit by another elected official of a governmental unit; and

WHEREAS, Public Act 101-0221, as applied to local governmental entities, requires that all employers provide sexual harassment prevention training to all employees on an annual basis. The training must provide (1) an explanation of sexual harassment; (2) examples of unlawful sexual harassment; (3) a summary of federal and state statutes concerning sexual harassment, including remedies available to victims; and (4) a summary of employer responsibilities regarding prevention, investigation, and corrective measures; and

WHEREAS, the Board of Trustees of the Reddick Public Library District have previously adopted and maintained in effect an Employee Manual, which includes policy addressing sexual and other forms of harassment; and

WHEREAS, the Board of Trustees of the Reddick Public Library District has amended their policy addressing sexual and other forms of harassment in 2020 to implement the required changes.

NOW, THEREFORE, BE IT RESOLVED by the President and Library Trustees of the Reddick Public Library District that the Board of Library Trustees hereby adopts and endorses this Resolution.

BE IT FURTHER RESOLVED this Resolution shall be in full force and effect from after its passage and approval as provided by law.

PASSED BY THE BOARD OF LIBRARY TRUSTEES OF THE REDDICK PUBLIC LIBRARY DISTRICT, OF LASALLE COUNTY, STATE OF ILLINOIS, THIS 8TH DAY OF JUNE, 2020.

[Signatures]

Adopted by RPLD Board of Trustees 6/8/2020