

CITY OF GENOA
DEKALB COUNTY, ILLINOIS

ORDINANCE NO. 2018-27

ADOPTED BY
THE MAYOR AND
CITY COUNCIL
OF THE
CITY OF GENOA

AN ORDINANCE AMENDING TITLE 1, ADMINISTRATION, CHAPTER 17,
ETHICS, SECTION 7 OF THE CITY CODE OF THE CITY OF GENOA

Adopted November 6, 2018, by the Mayor and City Council of the City of Genoa
DeKalb County, Illinois, and approved and published in pamphlet form
this 6th day of November 2018.

ORDINANCE NO. 2018-27

**AN ORDINANCE AMENDING TITLE 1, ADMINISTRATION, CHAPTER 17, ETHICS,
SECTION 7 OF THE CITY CODE OF THE CITY OF GENOA**

BE IT ORDAINED by the Mayor and City Council of the CITY OF GENOA, DeKalb County, Illinois, as follows:

WHEREAS, the State of Illinois passed Public Act 100-0554 amending the State Officials and Employees Ethics Act, including Section 70-5, which pertains to government entities; and

WHEREAS, the Act mandates all governmental units adopt an ordinance or resolution establishing a policy prohibiting sexual harassment; and

WHEREAS, the City adopted Ordinance 2018-1, an ordinance prohibiting sexual harassment; and

WHEREAS, the State of Illinois passed Public Act 100-1066, which amends the requirements of sexual harassment policies;

NOW THEREFORE, the Municipal Code of the City of Genoa be amended as follows:

SECTION 1: That Title 1, Chapter 17, Section 7, subsection C.3 be amended to instead read:

3. **Resolution Outside the Municipality:** The purpose of this policy is to establish prompt, thorough and effective procedures for responding to every report and the 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 **300** days of the alleged incident(s) unless it is a continuing offense. A complaint with the EEOC must be filed within 300 days.

SECTION 2: That Title 1, Chapter 17, Section 7, subsection D, paragraph 7 be amended to instead read:

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- **either due within 300 days** of the alleged retaliation.

SECTION 3: This ordinance shall be in full force and effect from and following its passage and approval.

AYES: 8-Wesner, Carroll, DiGuido, Stevenson, Winter, Cravatta, Brust, Lang

NAYES: 0

ABSTAINED: 0


ABSENT: 0

PASSED by the City Council of the City of Genoa, DeKalb County, Illinois this 6th day of Nov, 2018.

Approved by me this 6th day of Nov, 2018.



(SEAL)



Mark Vicary, Mayor

ATTESTED and filed in my office this 7th day of November, 2018.



Kim Winker, City Clerk