



**Senate Sexual Discrimination and Harassment
Awareness and Prevention Task Force**

March 5, 2018

Senator Melinda Bush

Senator Jil Tracy

Co-Chairpersons



AGENDA

Senate Task Force on Sexual Discrimination and Harassment Awareness and Prevention

**Senator Melinda Bush, Co-Chair
Senator Jil Tracy, Co-Chair**

**Monday, March 5, 2018
1:00 P.M., Room C600 - Michael A. Bilandic Building**

I. Senate Resolution 1471

Senator Bush, Co-Chair

II. Ford Motors Plaintiffs

Keith Hunt, Hunt & Associates P.C.

Helen Allen (former Chicago Assembly Plant employee)

Terri Lewis Bledsoe (Chicago Assembly Plant)

Michelle Dahn (Chicago Assembly Plant)

Tonya Exum (Chicago Stamping Plant)

LaWanda Jordan (Chicago Assembly Plant)

Danielle Kudirka (Chicago Assembly Plant)

Charmella Leviege (former Chicago Assembly Plant employee)

Miyoshi Morris (former Chicago Assembly Plant employee)

Shranda Campbell Salahuddin (former Chicago Stamping Plant employee)

Christie Van (has worked at both Chicago Assembly Plant and Chicago Stamping Plant)

III. Labor Approaches to Sexual Harassment

Bridget Early, Director of Legislative & Political Affairs, Chicago Federation of Labor

Sarah Lyons, Research Analyst, UNITE HERE Local 1



Senate Task Force on Sexual Discrimination and Harassment Awareness and Prevention

**Senator Melinda Bush, Co-Chair
Senator Jil Tracy, Co-Chair**

Member List

President Cullerton's Appointees:

Senator Omar Aquino
Senator Scott M. Bennett
Senator Melinda Bush
Senator Bill Cunningham
Julie Curry, Curry & Associates
Felicia Davis, Olive-Harvey College
Carrie Herschman, Choate Herschman Levison
Senator Mattie Hunter
Senator Toi W. Hutchinson
Rikeesha Phelon, Phelon Strategies
Polly Poskin, Illinois Coalition Against Domestic Violence
Senator Heather Steans

Leader Brady's Appointees:

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Senator John F. Curran
Ahlam Jbara, Illinois Coalition for Immigrant and Refugee Rights
Leslie Quade Kennedy, Odelson & Sterk
Maureen Maffei, Ice Miller
Senator Karen McConaughay
Julie Proscia, Smith Amundsen
Senator Dale A. Righter
Dr. Kathleen Robbins, Equality Illinois
Anita Rodriguez, Assistant State's Attorney, Adams County
Maria Rodriguez, Former Mayor of Long Grove
Senator Jil Tracy

Senate Resolution 1076

**Creation and Mandate of the
Senate Task Force on Sexual Discrimination and
Harassment Awareness & Prevention**



SR1076

LRB100 15515 JWD 30551 r

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SENATE RESOLUTION

2 WHEREAS, In recent weeks more than 300 legislators,
3 lobbyists, staffers, and policy-makers have signed an open
4 letter acknowledging and condemning the culture of sexual
5 harassment in Illinois politics and government; and

6 WHEREAS, The problem of sexual harassment extends far
7 beyond government to limit women's professional and
8 educational opportunities in virtually every arena, with
9 recent reports of rampant sexual harassment in entertainment,
10 the media, technology, academia, and more; and

11 WHEREAS, Sexual harassment imposes steep psychological,
12 physical, and economic costs on victims, which have the effect
13 of reducing women's economic opportunities and lifetime wages,
14 driving women from the workplace, and discouraging women from
15 public service; and

16 WHEREAS, Sexual harassment also imposes costs on the
17 economy, businesses, and employers by causing decreased
18 productivity, increased job turnover, reputational harm, and
19 costly litigation; and

20 WHEREAS, Sexual harassment takes a toll not just on women
21 but is also frequently directed toward men or can take the form

1 of harassment based on sexual orientation or gender identity;
2 and

3 WHEREAS, Sexual harassment is too often combined with and
4 exacerbated by harassment or discrimination based on race,
5 ethnicity, religion, disability status, or age, and therefore
6 requires an intersectional approach; and

7 WHEREAS, The Equal Employment Opportunity Commission has
8 found that roughly three out of four people who experience
9 harassment never report it because those who do report
10 encounter disbelief, inaction, blame, or social or
11 professional retaliation; and

12 WHEREAS, For too long Illinois has not provided victims of
13 harassment with adequate recourse, allowing this culture of
14 sexual harassment to go largely unchecked; and

15 WHEREAS, The members of the General Assembly recognize it
16 is critical that this conversation continue in a productive and
17 meaningful manner and that appropriate changes be made to
18 maximize legal remedies and protections for those victimized by
19 sexual discrimination and harassment; therefore, be it

20 RESOLVED, BY THE SENATE OF THE ONE HUNDREDTH GENERAL
21 ASSEMBLY OF THE STATE OF ILLINOIS, that there is hereby created

1 the Senate Task Force on Sexual Discrimination and Harassment
2 Awareness and Prevention; and be it further

3 RESOLVED, That the Task Force shall conduct a comprehensive
4 review of the legal and social consequences of sexual
5 discrimination and harassment, in both the public and private
6 sectors; and be it further

7 RESOLVED, That the Task Force shall study and make
8 recommendations on combating sexual discrimination and
9 harassment in Illinois, including in workplaces, in
10 educational institutions, and in State and local government;
11 and be it further

12 RESOLVED, That within 10 days after the adoption of this
13 resolution, members of the Task Force shall be appointed as
14 follows:

15 (1) five legislative members appointed by the
16 President of the Senate, who shall reflect the gender,
17 racial, and ethnic diversity of the caucus appointing them;

18 (2) five legislative members appointed by the Minority
19 Leader of the Senate, who shall reflect the gender, racial,
20 and ethnic diversity of the caucus appointing them;

21 (3) two members from a Statewide association
22 representing women or working to advance civil rights,
23 appointed by the President of the Senate;

1 (4) two members from a Statewide association
2 representing women or working to advance civil rights,
3 appointed by the Minority Leader of the Senate;

4 (5) five members appointed by the President of the
5 Senate;

6 (6) five members appointed by the Minority Leader of
7 the Senate; and be it further

8 RESOLVED, That 2 co-chairpersons, representing different
9 political parties, shall be selected by the members of the Task
10 Force; and be it further

11 RESOLVED, That meetings of the Task Force shall be held as
12 necessary to complete the duties of the Task Force and that the
13 Task Force shall hold its initial meeting no later than
14 December 15, 2017; and be it further

15 RESOLVED, That the Task Force shall permit any interested
16 member of the Senate or private citizen to participate in
17 meetings and provide ideas, thoughts, and recommendations; and
18 be it further

19 RESOLVED, that the Task Force shall work in conjunction
20 with any task force created by the House of Representatives for
21 a similar purpose, and that both entities shall aspire to
22 produce legislation to address the concerns and issues

1 presented to the Task Force; and be it further

2 RESOLVED, That the legislative caucuses shall provide
3 administrative and other support to the Task Force; and be it
4 further

5 RESOLVED, That the members of the Task Force shall receive
6 no compensation for serving; and be it further

7 RESOLVED, That the Task Force shall study and make
8 recommendations regarding:

9 (1) best practices for preventing and responding to
10 sexual discrimination and harassment;

11 (2) proposed legislation or rule-making that would
12 improve the State's existing enforcement efforts to ensure
13 that institutions effectively prevent and respond to
14 sexual discrimination and harassment;

15 (3) increasing the transparency of the State's
16 enforcement activities concerning sexual discrimination
17 and harassment;

18 (4) evaluating the existing ethical, civil, and
19 criminal penalties for sexual discrimination and
20 harassment and determining whether they are sufficient and
21 what changes should be made;

22 (5) broadening public awareness of how to report sexual
23 discrimination and harassment and the remedies available

1 to victims;

2 (6) facilitating coordination among agencies engaged
3 in addressing sexual discrimination and harassment;

4 (7) any other issue related to reducing the incidence
5 of sexual discrimination and harassment or harassment in
6 other forms and protecting the rights of victims; and be it
7 further

8 RESOLVED, That the Task Force shall submit a report with
9 comprehensive recommendations to the General Assembly no later
10 than December 31, 2018, provided that the Task Force is
11 encouraged to produce interim reports.

Senate Resolution 1471

**Senate request that the EEOC, IDHR, and IDOL investigate
the culture of sexual harassment at the Ford Motor
Company production plants in Chicago**



SR1471

LRB100 21099 MST 36967 r

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SENATE RESOLUTION

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WHEREAS, For the last quarter-century, the Ford Motor Company has garnered a reputation for mishandling complaints of sexual and racial harassment at their production plants across the nation, giving rise to a string of lawsuits in the 1990s, an Equal Employment Opportunity Commission (E.E.O.C.) investigation, and a \$22 million settlement to Ford employees who experienced harassment; and

9

WHEREAS, The allegations made by female employees have included crude comments about women's bodies, graphic images of male genitalia, groping, males simulating sexual acts or masturbating in front of the women, and supervisors who offered favorable treatment to women who would have sex with them; and

14

WHEREAS, The culture at the Ford plants enabled this conduct, thereby causing many of the women who reported harassment to be mocked, dismissed, threatened, or ostracized; and

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WHEREAS, While Ford touted its purported commitment to cracking down on this hostile work environment, it simultaneously delayed firing those accused of harassment, did not provide adequate sexual harassment training, and failed to stamp out retaliation against those women who reported

1 misconduct, leaving workers to conclude that offenders would go
2 unpunished; and

3 WHEREAS, Ford has done little to address the longstanding
4 culture of sexual harassment at its plants, resulting in
5 another E.E.O.C. investigation, a recent \$10 million
6 settlement of sexual harassment claims, and continuing
7 litigation between Ford and employees who suffer from this
8 pervasive sexual and racial harassment; and

9 WHEREAS, Ford's Chicago Assembly Plant and the Chicago
10 Stamping Plant, which together employ over 5,700 people, of
11 which just under a third are women, have been the source of
12 half of all sexual harassment and gender discrimination
13 complaints lodged against Ford with the E.E.O.C.; and

14 WHEREAS, Many of the known and unknown women who became
15 victims of sexual harassment throughout their employment with
16 Ford are Illinois workers who have suffered serious
17 psychological and physical trauma, economic loss, and
18 retaliation including loss of their jobs as a result of Ford's
19 gross mishandling and failure to eradicate this impermissible
20 behavior in their Chicago plants; therefore, be it

21 RESOLVED, BY THE SENATE OF THE ONE HUNDREDTH GENERAL
22 ASSEMBLY OF THE STATE OF ILLINOIS, that we urge the Equal

1 Employment Opportunity Commission, the Illinois Department of
2 Human Rights, and the Illinois Department of Labor to
3 investigate the culture of harassment at Ford's Illinois plants
4 and provide increased support for the brave women who have come
5 forward to make their voices heard, and further call upon the
6 Governor of Illinois to review all state contracts with Ford
7 Motor Company for compliance with the Illinois Human Rights
8 Act, the Illinois Procurement Code, and other laws and
9 regulations governing state contractors; and be it further

10 RESOLVED, That suitable copies of this resolution be
11 delivered to Governor Bruce Rauner, the Acting Chair and the
12 Commissioners of the Equal Employment Opportunity Commission,
13 the Director of the Illinois Department of Human Rights, the
14 Director of the Illinois Department of Labor, and the Board of
15 Directors at Ford Motor Company.

How Tough Is It to Change a Culture of Harassment?

Ask Women at Ford

**A December 19, 2017 New York Times article about the
culture of sexual harassment at Ford Motor
Company's production plants**

Decades after the company tried to tackle sexual misconduct at two Chicago plants, continued abuse raises questions about the possibility of change.

By SUSAN CHIRA and CATRIN EINHORN Photographs by ALYSSA SCHUKAR DEC. 19, 2017

CHICAGO — The jobs were the best they would ever have: collecting union wages while working at Ford, one of America’s most storied companies. But inside two Chicago plants, the women found menace.

Bosses and fellow laborers treated them as property or prey. Men crudely commented on their breasts and buttocks; graffiti of penises was carved into tables, spray-painted onto floors and scribbled onto walls. They groped women, pressed against them, simulated sex acts or masturbated in front of them. Supervisors traded better assignments for sex and punished those who refused.

That was a quarter-century ago. Today, women at those plants say they have been subjected to many of the same abuses. And like those who complained before them, they say they were mocked, dismissed, threatened and ostracized. One described being called “snitch bitch,” while another was accused of “raping the company.” Many of the men who they say hounded them kept their jobs.

In August, the federal agency that combats workplace discrimination, the Equal Employment Opportunity Commission, reached a \$10 million settlement with Ford for sexual and racial harassment at the two Chicago plants. A lawsuit is still making its way through the courts. This, too, happened before: In the 1990s, a string of lawsuits and an E.E.O.C. investigation resulted in a \$22 million settlement and a commitment by Ford to crack down.

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ARTICLES REMAINING

For Sharon Dunn, who sued Ford back then, the new lawsuit was a fresh blow. “For all the good that was supposed to come out of what happened to us, it seems like Ford did nothing,” she said. “If I had that choice today, I wouldn’t say a damn word.”

In recent months, as women have spoken out about harassment — at media companies and technology start-ups, in the entertainment industry and on Capitol Hill — they have spurred quick action, with accused men toppling from lofty positions, corporations pledging change and lawmakers promising new protections.

But much less attention has been focused on the plight of blue-collar workers, like those on Ford’s factory floors. After the #MeToo movement opened a global floodgate of accounts of mistreatment, a former Chicago worker proposed a new campaign: “#WhatAboutUs.”

Their story reveals the stubborn persistence of harassment in an industry once the exclusive preserve of men, where abuses can be especially brazen. For the Ford women, the harassment has endured even though they work for a multinational corporation with a professional human resources operation, even though they are members of one of the country’s most powerful unions, even though a federal agency and then a federal judge sided with them, and even after independent monitors policed the factory floors for several years.

At a moment when so many people are demanding that sexual harassment no longer be tolerated, the story of the Ford plants shows the challenges of transforming a culture.

Workers describe a mix of sex, swagger, suspicion and racial resentment that makes the factories — the Chicago Assembly Plant and the Chicago Stamping Plant — particularly volatile.

The plants are self-enclosed worlds where employees pass on job referrals so relatives, classmates and longtime friends can work together. They share gossip and rumors, but also keep secrets that entrench bad behavior. Many feel deep loyalty to Ford and their union, and resent the female accusers, fearing they may damage the company and jeopardize good paychecks and generous benefits. Some women are suspected of gaming a system where sex is a powerful lever.

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ARTICLES REMAINING

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Ford has worked to combat harassment at the plants, including recently stepping up disciplinary efforts and installing new leadership. But over the years the company did not act aggressively or consistently enough to root out the problem, according to interviews with more than 100 current and former employees and industry experts, and a review of legal documents.

Ford delayed firing those accused of harassment, leaving workers to conclude that offenders would go unpunished. It let sexual harassment training wane and, women charge, failed to stamp out retaliation.

The local union, obliged to protect both accusers and the accused, was divided, with a leadership that included alleged predators. And even the outsiders whom women turned to for help, including lawyers and the E.E.O.C., left some of them feeling betrayed.

Ford officials say they view the harassment as episodic, not systemic, with an outbreak in the '90s and another beginning in 2010 as new workers flooded in. They say they take all claims seriously and investigate them thoroughly. Responding to the national outcry over sexual harassment, Ford's chief executive, Jim Hackett, released a video to employees last week about appropriate behavior. "The test would be if you go to work, have experiences, and go home and tell your family about it and be proud of what went on," he said. "We do not expect or accept any harassment in the workplaces here at Ford."

Shirley Cain, who arrived at the stamping plant five years ago and had to fend off advances from supervisors and co-workers alike, was skeptical. "That's not the reality," she said. "They don't even go on the floor, so they don't know what goes on."

‘Fresh Meat!’

From the beginning, the women were targets. The first warning often came during orientation as new hires were paraded through the Chicago Assembly Plant. Shirley Thomas-Moore, a teacher who came to Ford to make better money, recalled the scene in the mid-80s: A man would hit his hammer on a railing, summoning the attention of the factory floor. “Fresh meat!” the male workers hollered.

“When they come in, everybody’s: ‘Oh man, look at her. Nah, this is going to be mine,’” recalled her husband, Terrance Moore, who also worked at the plant.

Men still stake their claims today, according to workers. Some women say they know how to shut down unwanted advances — “I don’t play,” they snap — while others say they have never encountered harassment. But James Jones, a union representative, said the problem should not be minimized, describing the attitude of many men at the factories: “You’re going to want to eat that porterhouse steak.”

The giant Chicago Assembly Plant sprawls like a low-slung fortress over an isolated stretch of Chicago’s South Side near the Indiana border. The oldest continuously operating plant at a company that once revolutionized manufacturing with the Model T, it now churns out Ford Explorers and Tauruses.

Women joined the work force during World War II, when the factory made M8 armored cars. But it was not until the 1970s that they routinely held permanent jobs on the line. By then, Ford had built a second factory, the Chicago Stamping Plant, to supply parts. Today, the two plants employ about 5,700; just under a

3 third are women.



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ARTICLES REMAINING

As women were finding their way into Ford, the nation's manufacturing base was eroding, and overseas competition threatened the auto industry.

Darnise Hardy, one of the first women to arrive, was told by male workers that she belonged at home in the kitchen. Ms. Thomas-Moore, who arrived a few years later, said some men felt that the newcomers were taking their jobs. Two decades later, a foreman told Suzette Wright that women should never have been hired.

A job at Ford was considered a golden ticket. When Ms. Wright, a 23-year-old single mother, was offered a spot at Chicago Assembly in 1993, she was "crazy insane elated." She had been working part-time jobs as a hair salon receptionist and a data entry clerk. In an instant, her hourly wage tripled, to about \$15. With overtime, workers could earn \$70,000 or more a year, good money for those without a college degree — and an incentive to put up with a lot.

Ms. Wright and others discovered a robust underground economy at the assembly plant: Everything from toys and televisions to drugs and guns were for sale inside, and sex outside. On the line, she would hear men regaling one another with stories about late-night parties with strippers in the parking lot. Ms. Thomas-Moore's father, who worked at the stamping factory, saw prostitutes and makeshift liquor trucks as he waited to pick her up from Chicago Assembly. "Baby girl," she remembers him saying, "I can't believe this is part of Ford."

As Ms. Wright settled in, she asked a co-worker to explain something: Why were men calling out "peanut butter legs" when she arrived in the morning? He demurred, but she insisted. "He said, 'Well, peanut butter,'" Ms. Wright recalled. "Not only is it the color of your legs, but it's the kind of legs you like to spread."

Like many of the female employees who eventually sued Ford, Ms. Wright is African-American; those accused of harassment include black, white and Latino men. Some of the women felt doubly victimized — propositioned and denounced as sluts while also being called "black bitches" and other racial slurs. (The assembly plant's work force is predominantly African-American, while the stamping plant's is majority white.)

As the affronts continued — lewd comments, repeated come-ons, men grabbing their crotches and moaning every time she bent over — Ms. Wright tried to ignore them. Veteran female employees warned that reporting the behavior

ARTICLE CONTAINS

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brought only more trouble. The smallest infraction, routinely overlooked, suddenly merited a write-up. The very nature of factory work — the pressure to keep the production line going — gave bosses power to inflict petty humiliations, such as denying bathroom breaks.

But after a man Ms. Wright had trusted as a mentor made a crack about paying her \$5 for oral sex, she asked her union representative for help. He began what she calls a “don’t-file-a-claim-against-Bill” campaign: Her co-worker would lose his job, his benefits, his pension, she was told. Rumors spread, questioning their relationship. Then a union official delivered the final insult: “Suzette, you’re a pretty woman — take it as a compliment.”

The same thing happened to Gwajuana Gray, who had followed her father into the assembly plant in 1991 and still works there. When she told her union steward that a manager had pressed his groin against her, he said she should be flattered. “I was like, well, where do you go?” she said.

The accumulating misconduct took a toll. Some women quit. Others were emotionally spent.

“It just was way, way, way, way too much,” Ms. Wright said of the abuses. “Each time that I was taking it, again and again, it just felt like more of me diminishing,” she said, “just getting smaller until it was just like a shell of a person.”

She and Ms. Gray both said they were overcome by anxiety and depression and took extended medical leaves. “I was at rock bottom,” Ms. Gray recalled.

When their lawsuit was settled in 2000, Ms. Wright had to leave Ford. Ms. Gray was able to return. The harassment subsided for a while, she and others said, but soon came back. Louis Smith, a 23-year Ford veteran, could see some of the damage. “I would never want my daughter to work in that environment,” he said. “We as men have got to do better.”

In the last five years, one woman said a male co-worker bit her on the buttocks. A supervisor told a female subordinate, “I want to screw you so bad,” she recalled. A laborer described in pornographic detail what he wanted to do to another woman, then exposed himself to her, she said; later, he pushed her into an empty room and turned off the lights before she fled.

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ARTICLES REMAINING

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Those who complained said they faced retaliation from co-workers and bosses. Some women were frightened after harassers warned them to watch their backs. An Army veteran who accused a man of groping her was physically blocked by his friends from doing her work, she said. Later she found her car tires slashed in the parking lot.

Ford officials say that they have a strict policy against retaliation, and that supervisors who exact retribution will be disciplined. But “when you speak up,” Ms. Gray said, “you’re like mud in the plant.”

In explaining why harassment became so ingrained, she and others described sex as a preoccupation at the plants — variously a diversion, a currency and a weapon. There were plenty of consensual affairs and flirtations, employees agree. Some women used sex to win favors from the overwhelmingly male hierarchy. Bosses rewarded those who acquiesced to their advances by doling out cushier jobs or punished those who spurned them, requiring them to do more taxing, even dangerous work.

Miyoshi Morris gave in to a supervisor’s leverage, and was filled with shame. She had been struggling to find day care centers for her children that were open early enough for her to make her 6 a.m. shift. By her account, a manager in the paint department told her she was in trouble because of tardiness. He could help her, she recalled him saying, if she came to his house on a day off he arranged.

She agreed, and had sex with him.

“I was so lost, afraid, and realizing I had children to care for,” she said. Afterward, she said, her attendance record was no longer a problem, and she received better assignments. She remembers thinking, “Where else are you going to go and make this kind of money?”

The manager, Myron Alexander, who was accused by multiple women of sexual harassment and fired in 2014, did not return calls and Facebook messages seeking comment.

Today, Ms. Morris works as an aesthetician for a fraction of what she earned at Ford. “No person should have to endure that,” she said of the inappropriate behavior at the plant. “You have to force yourself into a place of not feeling anything, of not having any emotion, to exist.”

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ARTICLES REMAINING

A Divided Union

The first place workers in trouble are supposed to turn for help is their union — a family, some call it. But when one member formally accuses another of sexual harassment, solidarity splinters.

Mr. Jones, the United Automobile Workers representative, recalled a recent meeting when he was advocating for both sides — a woman and the man she accused. Ford issued its decision: termination. The man shot a despairing look at Mr. Jones.

“How do you know the woman is telling the truth and she didn’t get her buddies together to come up here and say this?” Mr. Jones remembers thinking.

Union representatives are caught between women’s pleas to stand with them and men’s pleas to save their jobs. And the Chicago union itself is now divided between those who champion women and those accused of preying on them.

“The union has got an impossible job,” said George Galland, who acted as an independent monitor at the two Chicago plants for three years. “They’re supposed to protect their members. Unions are ill at ease helping management control sexual harassment. They tend to throw monkey wrenches where they can.”

Some women at the plants say the union, whose leadership is mostly male, often met their calls for help with hostility, resistance or inaction. One woman said a representative downplayed a co-worker’s vulgar commentary about her body, saying, “That’s just him — the man has no filter.” Another was told not to bother filing a report against a union representative who forcibly kissed her, saying it was her word against his.

Tonya Exum, the Army veteran who reported being groped, recalled a union representative saying: “It’s not sexual harassment. He only did it one time.” When she asked him how he would feel if that happened to his mother or sister, he just walked away.

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ARTICLES REMAINING

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The current lawsuit against Ford, which involves about 30 plaintiffs, accuses multiple local union representatives of harassing women or obstructing their complaints.

But women also single out some union representatives for praise, including one man who said he spent hours helping women fill out claims. “As a union, we’re supposed to be all one,” said the man, who insisted on anonymity because he feared losing his job. “It frustrates me to see that others do not conduct themselves like gentlemen.”

In 1979, even as sexual harassment was not yet settled law or a familiar concept to many Americans, the autoworkers’ union was one of the earliest to include a clause in its contracts with Ford and Chrysler allowing members to file a grievance if harassment occurred. Its constitution condemns sexual harassment. And the union cooperates with Ford in training; Chris Pena, president of Local 551 in Chicago, said he emphasized the anti-harassment policy with every new employee during orientation.

But as the Great Recession ravaged the auto industry, economic survival eclipsed everything. Chicago Assembly was “on life support,” said Bill Dirksen, Ford’s vice president of labor affairs. The plant laid off 700 employees in 2008 and slashed production. “You’re not going to have sexual harassment if you don’t have a company to work for,” Mr. Pena said.

That near-death experience haunts workers to this day. Fear that their well-paying jobs could evaporate if the plants become a headache for Ford drives some of the hostility toward women who complain of harassment. Terri Lewis-Bledsoe remembers a union representative warning her to stop filing complaints: “You’re going to be called a troublemaker,” she recalled him saying. She shot back, “Then a troublemaker I shall be.”

The top union official at Chicago Assembly, Alan Millender, who is known as Coby, is a polarizing figure. Some women praise him for helping them, and he has won two terms. Others have accused him of harassment, including Ms. Morris. She lost her job in January 2014 and turned to him for assistance. But Mr. Millender told her that she would have to get on her knees if she wanted her job back, she said. She should act like another woman who, moments before their conversation, had been pressed close to him, standing between his legs, Ms. Morris recounted.

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“I could not compromise myself anymore,” Ms. Morris said. “My job was lost.”

ARTICLE CONTINUED

Mr. Millender declined to comment on the allegations. In a brief telephone conversation, he said: “My record at Ford Motor Company has always been impeccable. The truth is always going to be the truth.”

National U.A.W. leaders declined interview requests, and Ford officials do not comment on specific cases. But, Mr. Dirksen said, the company does not hesitate to punish anyone who violates its sexual harassment policy, whatever the union rank, and punishments of union members in the past have not provoked plant protests.

Ford suspended Mr. Millender for two weeks in April 2015 for “improper conduct,” making inappropriate comments and “inappropriate unwanted touching,” according to a company document obtained by The New York Times. The decision was later overturned by an outside arbitrator.

‘Easy To Backslide’

When Howard Stamps, a longtime Ford veteran, transferred to Chicago Assembly several years ago from a plant near Detroit, he was jolted by the anything-goes culture he encountered. “I’ve never seen anything like Chicago all the days of my life,” he said. “They don’t think the rules apply to them.”

By 2015, half of all sexual harassment and gender discrimination complaints lodged with the E.E.O.C. about Ford’s domestic operations originated in Chicago.

The company is unique among the Big Three automakers, controlled by one family since the days of Henry Ford. Blue-collar employees used to say they “work at Ford’s,” and family members still talk of their close ties to workers. But from the factory floor, many workers viewed the company as defensive and tentative about a long-simmering problem, enacting its strongest measures against sexual harassment only after pressure from female employees and outside forces like the E.E.O.C. and lawsuits.

In the mid-90s, some women at the Chicago plants had enough. Dozens filed 3 formal complaints with the E.E.O.C. and joined several lawsuits. When Ford officials found out that a “Dateline NBC” segment was in the works in 1998,

ARTICLES REMAINING

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they took action, firing or disciplining eight managers and workers, according to local news media reports.

After long negotiations, the lawsuit was dismissed in exchange for a toughened settlement with the federal agency in 2000; Ford would pay \$22 million, with \$9 million in damages to women. Mr. Galland recalled that at least 100 women received payments. As is typical in such agreements, Ford denied liability. The company also pledged to make changes, which would be overseen by outside monitors.

“If we didn’t like the way H.R. was investigating these complaints, we told them and made them start over,” said Mr. Galland, the chairman of the three-member monitor panel. “We told them it’s not the paper procedures that count. A firing is worth a thousand words.”

Firing workers demonstrated that harassment came with steep penalties. But many men did not view their behavior as improper. Ms. Thomas-Moore, the former teacher, was among those asked to conduct the classes. “Once you crossed into what we call Ford World,” she said, “everybody was supposed to be treated as co-workers.” There should be no hugging. When employees found themselves in uncomfortable situations, she taught them to say, “You’re in the yellow,” or “You’re in the red.”

Some men scoffed or cracked jokes. Still, she felt the training was having an effect. One day, a man spoke up, saying he had wronged a co-worker by lying about having sex with her, Ms. Thomas-Moore recalled. He asked that the woman come upstairs, then apologized to her in front of his classmates.

For a time, many women said, the plants seemed “quieter.” When the monitors ended their stint in 2003, they gave Ford high marks. But their final report warned of “significant risks that need attention,” including staffers inexperienced in investigating complaints, the lack of a policy against fraternization and the practice of promoting people widely perceived to be harassers. The report was prescient: Ford would struggle in those areas in the coming years.

“It’s easy to backslide,” Mr. Galland said in an interview.

Back from the brink of economic catastrophe in 2010, Chicago Assembly **3** doubled its work force in a couple of years. A mix of young, inexperienced hires and transfers who resented leaving their hometowns flooded in.

ARTICLES REMAINING

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In the rush to ramp up production, the training lagged — several workers recalled receiving only a piece of paper outlining the harassment policy, and managers often refused to excuse workers for class, according to Ms. Thomas-Moore. Ford said the training never stopped, but acknowledged it peaked in the early 2000s.

Complaints of harassment at the plants started spiking in 2011. Ford officials in the Dearborn, Mich., headquarters said that they dispatched a team to Chicago to insist on prompt but thorough investigations, and that they added staffers to tackle the growing pile of complaints. Training took on new urgency.

Still, there appeared to be a gap of expectations. Like most companies, Ford was bound by privacy protections and unwilling to communicate specific findings. But some women felt grilled as if they were lying and frustrated that they were not told if the company was meting out discipline. “We were told it’s been handled,” said LaWanda Jordan, referring to her complaint about a supervisor who was fired two years later. “The case has been closed; we can’t discuss it.”

In assessing complaints, Ford struggled with verifying what often boiled down to he-said, she-said accusations. Mr. Galland, the monitor, acknowledged that false accusations were a real problem in factories. But because there often are no witnesses — or none willing to cooperate — and no evidence, he added that investigators must assess credibility on both sides.

An employee who investigated complaints said Ford was insistent on proof. “Our policy at Ford, told to us by our bosses — that I didn’t agree with — was if there are no witnesses, there is nothing you can do,” said Grant Crowley, a former labor relations representative at the stamping plant. (Mr. Crowley said he was asked to leave Ford this year after he posted on Snapchat an emoji expletive about a departed co-worker who left him with extra work.) Ford said investigators also took credibility into account.

Even if investigators could not verify some individual accusations, company officials often failed to consider patterns of behavior, workers and lawyers say. Keith Hunt, the lawyer who represented women in the 1990s and today, described cases of four men who were the subject of numerous complaints by women dating back years — in one instance three decades ago — but were fired only in the last few years. Julie Lavender, director of personnel relations and employee policies, said that Ford now gave more weight to multiple complaints.

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And even when there were witnesses, assessing credibility was often hard.

ARTICLE CONTAINS SPOILER

Christie Van arrived at Chicago Assembly with the influx of transfers in 2012. She said a supervisor who had been giving her easy jobs like placing radiator caps began asking her to “play hooky” from work with him. She claimed that the man, Mike Riese, told her his preferred nickname: “He called himself White Chocolate. He said that he had a black man’s dick.”

After another supervisor, Willie Fonseca, showed her a picture of his penis on his cellphone, she said, Mr. Riese laughed and asked if she wanted to see his too. “That was it for me,” she said.

Both men denied that happened. Ms. Van filed a complaint in 2012. She showed investigators text messages from Mr. Riese, she said. According to company records obtained by The Times, several co-workers denied her account and described her as disgruntled to Ford investigators.

But two other employees, Mr. Stamps and a man who insisted on anonymity because he feared retaliation, said they witnessed Mr. Riese’s advances toward Ms. Van and heard him boast of his nickname. Neither was questioned in Ford’s inquiry, they said.

The documents indicate that the company did not substantiate Ms. Van’s complaint. But later, without specifying any episodes, the E.E.O.C. determined she had been subjected to sexual harassment, retaliation and gender discrimination. Several other women accused Mr. Riese of harassment, which he denied. Mr. Riese said he was fired in 2015. “My life was shattered,” he said.

Although they do not comment on individual cases, Ford officials said discipline could be invisible when pay or bonuses were docked. They also said they believed in giving employees a chance to remedy behavior, although the company has fired workers if a first offense is egregious. But many people drew the same conclusion as Ms. Gray: “They get a slap on the hand and come right back to work.”

Starting about six years ago, multiple women once again turned to the E.E.O.C. and lawyers. The agency opened an investigation in 2014, and that same year Mr. Hunt filed a lawsuit. Ford accelerated changes as both were unfolding. Company executives said they acted independently of the inquiry and legal action.

3 One supervisor was fired in late 2014, and by the spring of 2015, the automaker was replacing senior leaders at Chicago Assembly, according to multiple [SIGN UP](#) [Subscriber login](#)
ARTICLES REMAINING

interviews and news media reports. Company officials were also ramping up additional harassment training “with a vengeance,” according to David Cook, Ford’s human resources director of global operations. That summer, the company issued a new rule: Salaried employees must disclose any family or romantic relationships with subordinates.

Still, Grant Morton, a former top union official at the plant, filed a suit charging that Ford managers discouraged him from helping women submit complaints and retaliated against him when he did. His suit claimed that a senior executive told him, “Your people better stop complaining.” The manager denied his account.

Mr. Morton reached a confidential settlement with Ford that bars him from commenting. But Mr. Crowley, who investigated complaints at the stamping plant, said his managers “didn’t want to admit any wrongdoing or punish the supervisors because they didn’t want to add on to the case.”

In August, Ford and the E.E.O.C. announced the \$10 million settlement. Because the law imposes strict confidentiality on the agency when it reaches an agreement with an employer, it does not reveal details of what it found, who those accused of harassment were and which workers were involved — something some Ford women want to know.

The agreement requires more improvements at Ford, including holding managers more accountable. “How do we ensure sustainability?” Ford’s Mr. Dirksen said. “We have to keep asking ourselves that question.”

Once again, monitors will be watching closely, this time for five years. “It’s something we push for,” said Julianne Bowman, the agency’s Chicago district director, when “we’re really trying to come up with a culture change in the company.”

Absorbing Lessons

Ms. Gray does not regret taking on her employer by joining the lawsuit decades ago. “If one person doesn’t stand for everybody,” she said, “then it’s just a continual cycle.”

But this time, she said, things must be different.

Many of the women back then felt betrayed by both Ford and their lawyers, and said they were pressured into giving up their jobs. Their lawyers told them Ford insisted they resign as a condition of the E.E.O.C. settlement, for an additional payment. Ford lawyers later told a judge that was optional. Ms. Gray resisted but many of the others gave up the largest paychecks they would ever earn.

Ms. Dunn received \$225,000 in the settlement, legal records show, but as a divorced mother raising two children, she said that was no substitute for a Ford job. In 2000, her last year there, she earned \$23 an hour; at Bed Bath & Beyond, she got only one-third that pay. She worked as a home health aide at night and mowed lawns during the day, inching her way back to \$17 an hour. “I’m 61 years old, and I cut grass for a living,” she said.

Ms. Dunn and the other plaintiffs were outraged to find that their lawyers had claimed one-third of their awards in addition to the \$2.75 million in fees the judge had approved, so they protested. The judge accused the lawyers of deception and ordered them to return the money to the women. Several lawyers on the case, including Mr. Hunt, were disciplined. He said the fees were legal

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and there was no intent to mislead the judge. ✖

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ARTICLES REMAINING

Workers have their own ideas about how to make lasting change in the culture — having the equivalent of undercover cops walking the factory floors, plastering signs all over the plants warning about sexual harassment, punishing Ford with a far more painful settlement than \$10 million, one on the scale of a recall.

Ford said it had absorbed some lessons. The company appears more willing to fire people; Ford has disciplined 27 Chicago employees for sexual harassment and terminated five managers since January 2015, Ms. Lavender said. Others have received lengthy suspensions.

So far, there are some signs of progress: The proportion of complaints about harassment or gender discrimination from Chicago is now about a quarter of those reported in its domestic operations, down from half in 2015.

But the company is still struggling to win workers' trust. Some women still dread coming to the plants, and cite misbehavior that continues to this day. Recently, Ford officials said they noticed a small uptick in complaints and sent reinforcements to Chicago.

Women said that those accused of harassment who remain at the plants angered and worried them most; they reel off lists of men who seem untouchable.

Like Chicago Assembly itself, Ms. Gray has struggled and survived. Once again, a supervisor she says has a record of mistreating workers has been berating her, even showing up at her house. She logged repeated calls to a company anti-harassment hotline, to no avail. Her anxiety mounted; her friends worried about her.

But just the other week, she was stunned when the plant's new human resources director welcomed her to his office and vowed to help. For the first time in years, Ms. Gray felt that a manager was taking her complaints seriously.

Designed and produced by Rebecca Lieberman and Danny DeBelius.

Reporting was contributed by Alain Delaquerière, Agustin Armendariz and Sara Simon from New York; Bill Vlastic from Detroit; and Kitty Bennett from Washington.

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ARTICLES REMAINING

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Ford Apologies for Sexual Harassment at Chicago Factories

**A December 21, 2017 New York Times article regarding
Ford Motor Company's acknowledgment and apology for
the culture of sexual harassment at its own production
plants**

U.S.

Ford Apologizes for Sexual Harassment at Chicago Factories

By SUSAN CHIRA and CATRIN EINHORN DEC. 21, 2017

Ford Motor Company apologized to its employees on Thursday for sexual harassment at two Chicago plants, addressing accusations that span more than a quarter-century.

Jim Hackett, Ford's president and chief executive, released an open letter, saying in part: "I am sorry for any instance where a colleague was subjected to harassment or discriminatory conduct. On behalf of myself and the employees of Ford Motor Company, who condemn such behavior and regret any harassment as much as I do, I apologize. More importantly, I promise that we will learn from this and we will do better."

Mr. Hackett said he would travel to Chicago after the holidays to speak with employees there.

The letter followed the publication of a New York Times article based on interviews with more than 70 current and former workers detailing accounts of sexual harassment and retaliation at the two factories, Chicago Assembly and Chicago Stamping. "Candidly, it was gut wrenching to read the accounts of these women in The New York Times article," Mr. Hackett wrote, adding that "there is absolutely no room for harassment at Ford Motor Company."

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ARTICLES REMAINING

Harassment complaints had prompted several previous lawsuits and two settlements with the federal agency that combats workplace discrimination, the Equal Employment Opportunity Commission. In August, the agency reached a \$10 million agreement with Ford over sexual and racial harassment at the plants. A separate lawsuit with about 30 plaintiffs is still making its way through the courts. In the 1990s, a string of lawsuits and an E.E.O.C. investigation resulted in a \$22 million settlement and a commitment by Ford to crack down. As is customary, Ford did not admit liability in either settlement.

Suzette Wright, a former Ford worker who joined one of the suits, has long awaited this moment. After a settlement was announced in 1999, she barged into a news conference and demanded an apology from a Ford executive, who issued a carefully parsed statement that stopped short of the unreserved apology Mr. Hackett issued on Thursday.

When told of the letter, Ms. Wright began to cry. “I’m glad they did that,” she said. “You can’t make a change without acknowledging that you did something wrong.” Ms. Wright said she left Ford after she was told it was a condition of her settlement; Ford lawyers said that was optional.

Gwajuana Gray, who has worked at Ford since 1991 and joined a lawsuit in the 1990s, said that after the Times article was published online Tuesday, she began experiencing retaliation from a supervisor. She said he docked her pay by recording fewer hours than she had actually worked. The supervisor did not respond to messages seeking comment.

“I am beside myself,” she said. “I can’t continue to function this way.”

She said that she welcomed the apology but that she is waiting to see if Ford acts against men in the plant she considers longtime harassers. “It has to be a different environment, a different culture,” she said. “I hate for people to be fired, but if they won’t change, or they think they are untouchable, they have to be fired.”

When Mr. Hackett visits the plants, she said, she would like him to speak to

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workers individually, away from plant or union officials. She and many other

ARTICLES REMAINING

workers interviewed said that some officials at the local United Automobile Workers union have harassed women themselves or discouraged them from filing complaints.

Mr. Hackett outlined a number of measures that Ford had taken, including extensive training programs, increased staffing to investigate complaints, monetary awards that would be available through the settlement and independent monitors who would oversee compliance for up to five years.

But Mr. Hackett acknowledged in the letter that there was more to do. “This has been a learning experience about how difficult it is to root out bad behavior,” he said.

A version of this article appears in print on December 22, 2017, on Page A14 of the New York edition with the headline: In Letter, Ford Apologizes For Harassment at Factories.

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Hands Off Pants On

**UNITE HERE Local 1 July 2016 report on Sexual
Harassment in Chicago's Hospitality Industry**



HANDS OFF PANTS ON

SEXUAL HARASSMENT IN
CHICAGO'S HOSPITALITY
INDUSTRY

JULY 2016

A REPORT BY UNITE HERE LOCAL 1

HANDS OFF PANTS ON

Sexual harassment in Chicago's hospitality industry

A report by UNITE HERE Local 1

A housekeeper in an upscale hotel in downtown Chicago pushes her heavy cart down the hall towards her first room of the day. She is the only housekeeper in that wing of the hotel floor. The hallway is quiet as most of the guests have left for the day. The carpeted hallway muffles the sounds of the last few guests leaving for their business meetings or to tour the city's attractions. She stops the cart near the hotel room door and knocks. "Housekeeping!" she says in a loud, clear voice. No answer. She knocks again. She is about to knock a third time when the door opens. The man is wearing a robe, but the robe is open. He is completely naked underneath.

This scenario is disturbingly common. In a first-of-its-kind survey of women working in the Chicago hospitality industry, **49% of housekeepers reported having had guest(s) answer the door naked, expose themselves, or flash them.**

“I do not feel safe because of the things that I have encountered. One guest was masturbating. I felt very afraid.”

—Hotel housekeeper

Introduction

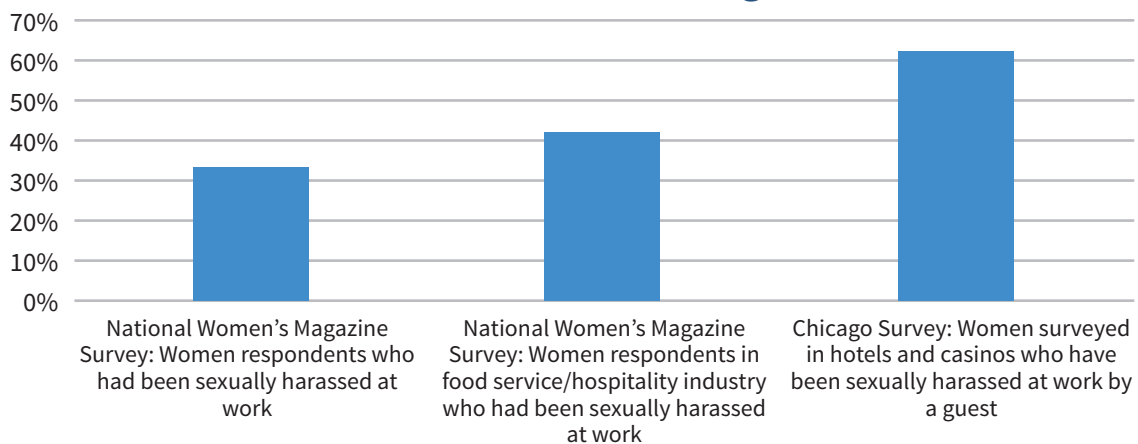
The leisure and hospitality industry employed over 7 million women in the United States in 2015. Women make up the majority of the hospitality workforce,¹ many of whom are women of color. The social and economic status of the male guests who frequent hotels, casinos and convention centers often contrasts sharply with that of the women who work there. This creates a power dynamic ripe for abuse.

Last year, a national women’s magazine surveyed 2,235 full-time and part-time female employees and found that one in three respondents had experienced sexual harassment at work.² The survey also found that 42% of women surveyed in the food service and hospitality industry reported sexual harassment, the highest of any field.

Chicago

In order to better understand the experience of women working in Chicagoland hotels and casinos, UNITE HERE Local 1, Chicago’s hospitality workers union, pioneered a program to survey nearly 500 women. The study reveals that the women who work in Chicagoland hotels and casinos face a high level of sexual harassment, mainly from male guests: **58% of hotel workers and 77% of casino workers surveyed have been sexually harassed by a guest.** The details of the women’s individual stories are shocking but the frequency and widespread nature of indecent guest behavior is equally alarming. This report details the survey findings and outlines proposed changes in local and state laws to address the serious issue of sexual harassment in Chicago’s hospitality industry.

Women in Chicago’s hospitality industry face high levels of sexual harassment, compared to survey results from national women’s magazine.



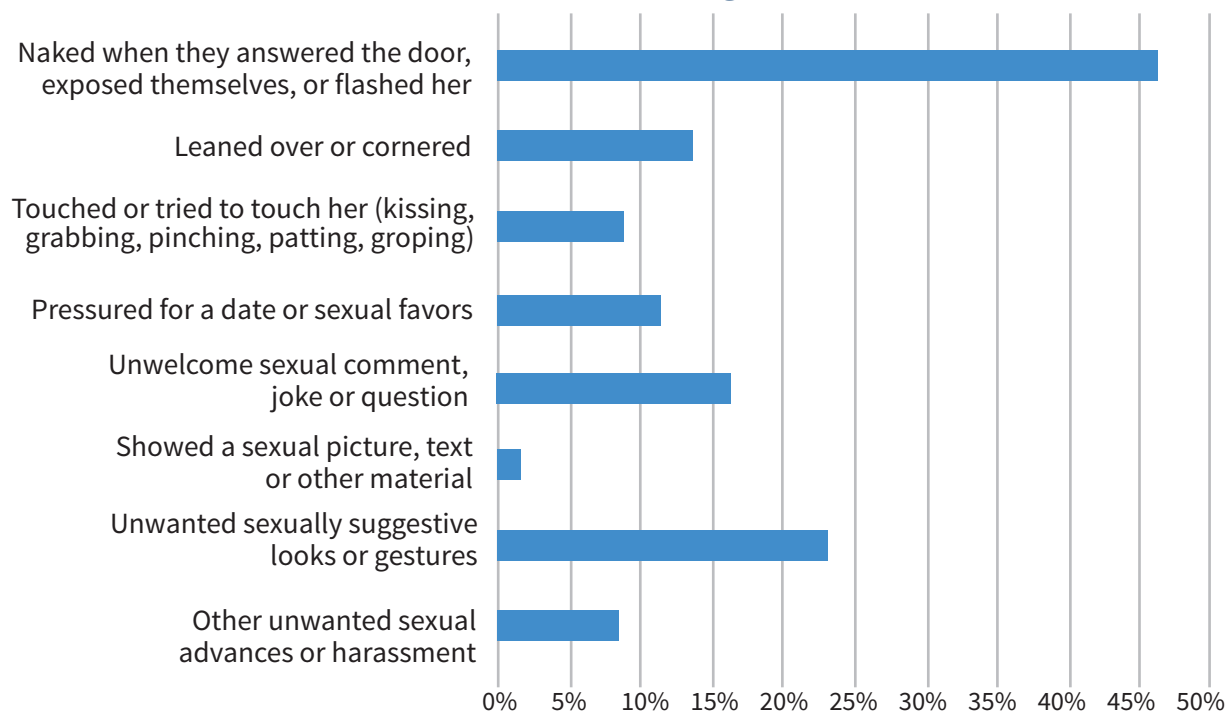
“He was completely naked, standing between the bed and the desk. He asked me for shampoo. I had to jump over the beds in order to get to the door and leave the room.” —Hotel housekeeper

Chicago housekeepers report: No pants. No respect. Big problem.

The survey asked women about a variety of guest behaviors, all of which constitute sexual harassment. **58% of hotel workers surveyed experienced at least one of the following guest behaviors:**

- Guest was naked when they answered the door, exposed themselves, or flashed her
- Guest leaned over or cornered her in an unwelcome way
- Guest touched or tried to touch her in an unwelcome way (like kissing, grabbing, pinching, patting, groping for example)
- Guest pressured her for a date or sexual favors
- Guest showed a sexual picture, text or other material that she did not want to see
- Guest made an unwelcome sexual comment, joke or question to or about her
- Guest gave unwanted sexually suggestive looks or gestures
- Guest made other unwanted sexual advances, requests for sexual favors, or verbal or physical harassment of a sexual nature

Women in Chicago hotels experience a range of indecent behaviors by guests



Based on survey of 381 hotel workers conducted in the Chicagoland area in April 2016



Almost half of housekeepers surveyed (49%) have had a guest be naked when they answered the door, expose themselves, or flash them. “I knocked on the guest door. I announced myself and the guest

answered, ‘Come in.’ I opened the door and he was naked. It was horrible,” said a housekeeper.

This statistic does not adequately capture the frightening nature of some of these encounters. A number of housekeepers have witnessed guests masturbating. One guest grabbed a housekeeper’s breasts and cornered her between the beds. Yet another blocked a housekeeper’s exit to the room with his naked body.

An experience of sexual harassment can be traumatic and have a lasting impact on a woman’s sense of security: **Among the hotel workers surveyed who had been harassed by a guest, over half (56%) of women said they did not feel safe returning to work after the incident.**

For Chicagoland casino workers, getting grabbed by guests is commonplace.

Casinos can be a particularly toxic environment for the women working there. **77% of casino workers surveyed had been sexually harassed by a guest.**

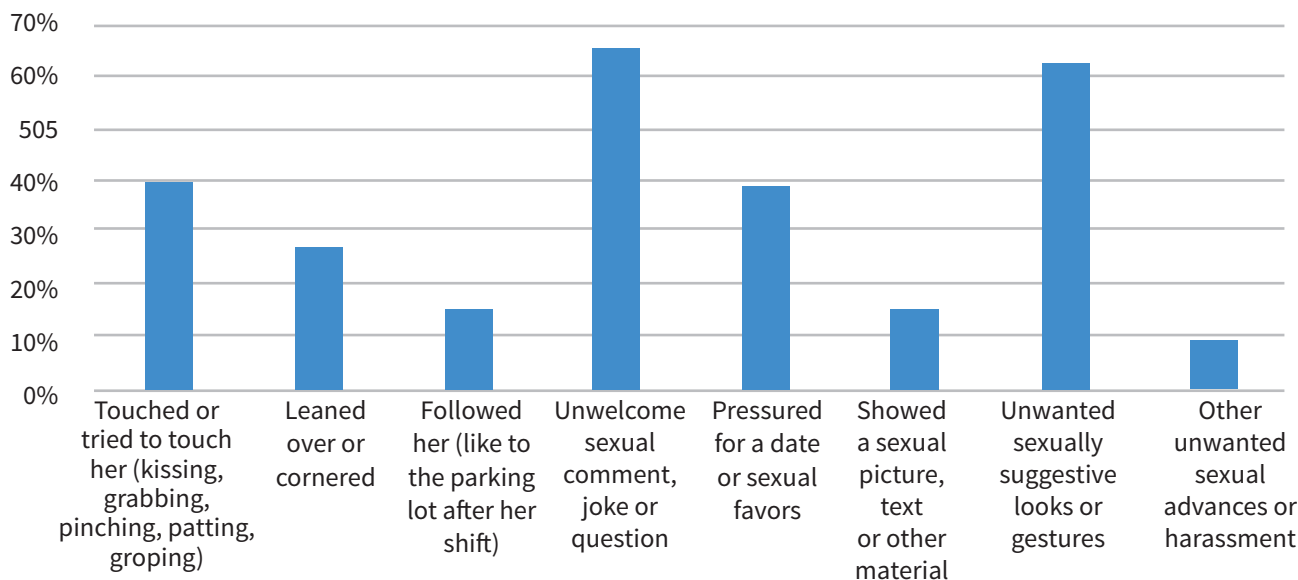
Casino cocktail servers are much more likely to have a guest touch or grab them while they work. **65% of casino cocktail servers surveyed have had a guest touch them or try to touch them in an unwelcome way.** They are particularly vulnerable as they are required to walk the casino floor amongst the guests, often hidden between rows of slot machines, as they take orders and deliver drinks. Women described

being grabbed or patted as they walk by. One woman said a guest tried to put a chip between her breasts.

Among hospitality workers surveyed, women who work as casino waitresses, cocktail servers, bartenders, and hostesses were most likely to have experienced verbal sexual harassment from guests. **78% of women surveyed who serve guests in food and beverage outlets at casinos have had a guest make an unwelcome sexual comment, joke or question to or about them.** One cocktail server who had only been at the casino for a few months described the following

“A guest wrapped his arm around my waist and across my buttocks and said, ‘You know I would be cheating on my wife for you, but I think you will be worth it.’”
—Casino cocktail server

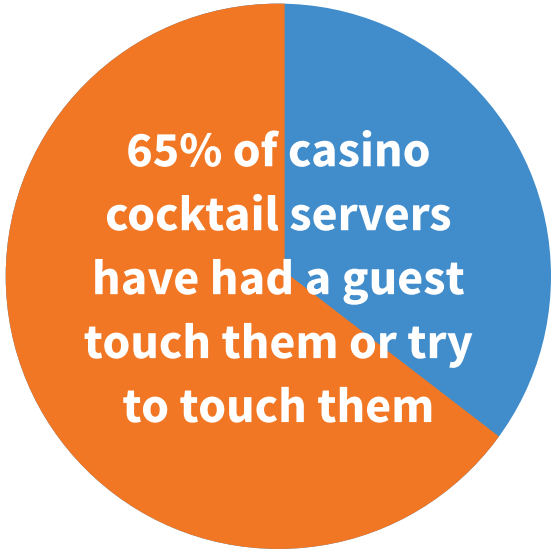
Women working in Chicagoland casinos have been grabbed, followed and cornered by guests



Based on survey of 78 casino workers conducted in Chicagoland in April 2016

experience: “He kept asking for my number. I kept telling him I had a boyfriend and he didn’t care. He kept following me from floor to floor.”

For some women, this happens more frequently: **38% of casino cocktail servers surveyed said they have been verbally harassed by guests 10 times or more.** One bartender recalled a number of a guest comments- a guest asked if her hair, which was red at the time, was “the same as the hair down there.” Another guest asked her, “If I give you a tip, what will you do for me?”



“I told my supervisor two days later because I was embarrassed and afraid they were going to tell me it was my fault.” —*Hotel housekeeper*

When hospitality workers are sexually harassed by guests, it often goes unreported.

A significant number of women who experience sexual harassment do not come forward to report it. Of the hospitality workers surveyed, **only 33% said they told their supervisor or manager when a guest sexually harassed them.** The most common reasons given for not reporting related to a belief that little can be done to address indecent guest behavior.

Of the hotel workers surveyed who said they never or sometimes report a guest’s harassment, **43% said they knew someone who reported sexual harassment and nothing changed.**

Of the casino workers surveyed who said they never or sometimes report a guest’s harassment, **24% said they thought there is nothing they or anyone can do about it.**

A casino cocktail server described this situation:

“A guest placed a tip on the counter then stated he wanted to ‘put the tip on my ass.’ I refused and he took the tip back. I was going to tell management but I didn’t because if he was going to be able to come back, what would stop him from aggressive acts in the future? He looked like he didn’t care about life.”

One hotel worker who was harassed said, “I told my supervisor two days later because I was embarrassed and afraid they were going to tell me it was my fault.”

Some women explained that they chose not to report some sexual harassment because inappropriate guest behavior is so frequent and widespread, it “feels normal” or they had become “immune” to it. The sense among some women that this behavior is commonplace does not mean that they are unaffected by it: **51% of hospitality workers surveyed reported feeling uncomfortable because of something a guest did or said.**

A reticence to come forward may be related to scarcity of training on the subject. **Just 19% of hospitality workers surveyed said they had received training from their employer on how to deal with sexual harassment by guests.**

For hospitality workers who did report sexual harassment by a guest to their manager or supervisor, **only 38% of women surveyed said they always felt satisfied with their response.**

Proposed changes in local and state laws

The following proposed changes in law should be adopted at both the state and local level: A state law to protect casino workers and a city ordinance to protect hotel workers.

HANDS OFF

Employers shall be required to ban guests who have sexually harassed an employee. The existence of real consequences for inappropriate guests may change some women's belief that "there is nothing I or anyone can do" about sexual harassment from guests. This may help empower more women to come forward to report incidences of harassment. **90% of hospitality workers surveyed said they would feel more comfortable reporting a guest's sexual harassment if their employer was required to ban guests who sexually harass employees.**

PANTS ON

Employers shall be required to provide panic buttons to any employee who works alone in rooms without other employees present (like guest rooms or bathrooms). For example, a housekeeper who is being harassed by a guest inside the room could use the panic button to immediately summon security personnel.

96% of housekeepers surveyed said they would feel safer if they were equipped with a panic button. Even women who had not been harassed by a guest said they would feel safer with a panic button. Many had heard stories of co-workers being harassed and were very aware of the risk that their job poses.

About the Survey

UNITE HERE Local 1 embarked on this survey project after a young waitress experienced grotesque sexual harassment by a male guest at Neil Bluhm's Rivers Casino ("Rivers"). As a response to the incident at Rivers, the union began the #ComeForward campaign to challenge the culture that silences women exposed to sexual harassment, to encourage women to tell their own stories, and shed light on the inherent risks for women working in the hospitality industry.

While national statistics indicate that the hospitality industry has the highest incidence of sexual harassment, UNITE HERE Local 1 sought to understand the experience of its women members. A survey tool was developed to gain a broader understanding of the extent to which women in Chicago's hospitality industry experience sexual harassment from guests. The union also wanted to learn from women themselves what might make them feel safer on the job.

The union surveyed 487 women at thirteen Chicagoland hotels, three casinos and one convention center. At the time of the survey, all the women were hospitality employees, working as housekeepers, bartenders, waitresses, cocktail servers, among other job classifications. The surveys were conducted by a team of five UNITE HERE Local 1 women leaders, all of whom work in Chicago hotels and casinos.

Sarah Lyons
Tel: 312-385-0603
slyons@unitehere.org
UNITE HERE Local 1
218 S Wabash Ave
Suite 700
Chicago, IL 60604

Endnotes

- 1 Bureau of Labor Statistics, Household Data Annual Averages, “Employed persons by detailed industry, sex, race, and Hispanic or Latino ethnicity,” 10 Feb 2016. <http://www.bls.gov/cps/cpsaat18.htm>
- 2 Vagianos, Alanna. “1 In 3 Women Has Been Sexually Harassed At Work, According To Survey.” The Huffington Post. TheHuffingtonPost.com, 19 Feb. 2015. Web. 26 May 2016. http://www.huffingtonpost.com/2015/02/19/1-in-3-women-sexually-harassed-work-cosmopolitan_n_6713814.html



UNITE HERE Local 1
218 S Wabash Ave Suite 700
Chicago, IL 60604



City of Chicago 'Panic Button' Ordinance



City of Chicago



O2017-3260

Office of the City Clerk

Document Tracking Sheet

Meeting Date: 4/19/2017

Sponsor(s): Harris (8)
Mitts (37)
Foulkes (16)
Pawar (47)
Laurino (39)
Sadlowski Garza (10)
Austin (34)
Burnett (27)
Dowell (3)
King (4)
Hairston (5)
Quinn (13)

Type: Ordinance

Title: Amendment of Municipal Code Section 4-6-180 by requiring hotel employees assigned to work in guestrooms or restrooms to be equipped with portable emergency contact devices

Committee(s) Assignment: Committee on Workforce Development and Audit

ORDINANCE

WHEREAS, The City of Chicago is a home rule unit of government as defined in Article VI, §6(a) of the Illinois Constitution, and, as such, may exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, Promoting the health, safety and welfare of people who work within the corporate limits of the City is a matter pertaining to the government and affairs of the City of Chicago; and

WHEREAS, Chicago's hotels and motels employ thousands of hard-working women and men, all of whom deserve protection against sexual assault and sexual harassment while on the job; and

WHEREAS, A recent survey conducted by UNITE HERE Local I of 487 women employed in 13 Chicagoland hotels and casinos found that women working in the leisure and hospitality industry, many of whom are immigrants or women of color, experience rampant sexual harassment and incidences of sexual assault by male guests. Hotel housekeepers are in a particularly vulnerable position, as they often work alone in guest rooms; and

WHEREAS, 49% of the housekeepers surveyed reported guests who answered the door naked, exposed themselves or flashed them; and

WHEREAS, 58% of the female housekeepers surveyed reported being sexually harassed by guests, including being touched, cornered, or shown sexual material that they did not want to see. Some of these instances include a guest who masturbated in the housekeeper's presence, a guest who blocked the door to the room with his naked body, and a guest who approached the housekeeper from behind and grabbed her breasts; and

WHEREAS, Only one-third of the women surveyed reported that they told their supervisor or manager when a guest sexually harassed them. Some of the survey respondents indicated that when co-workers reported sexual harassment to their superiors, nothing changed, which discouraged them from reporting similar harassment; and

WHEREAS, These findings have been replicated in other surveys. In its September 2016 report titled, "Survey of Downtown Seattle Hotel Housekeepers Reveals Frequent Sexual Harassment and Pain", the *Puget Sound Sage* found that 53% of surveyed Seattle housekeepers reported incidences of sexual harassment and assault, including being flashed or exposed to nudity, touched, groped and blocked from leaving the room, and that 51% of these incidents went unreported to supervisors. 95% of surveyed Seattle housekeepers reported that they would feel safer entering occupied guest rooms if they were equipped with a panic button; and

WHEREAS, Hotel staff in larger New York City hotels have been equipped with personal panic buttons since 2012; and

WHEREAS, Hotel employers in Chicago should safeguard their employees by providing housekeepers who enter hotel rooms alone with panic buttons to summon help in the event of unwanted sexual activity, and by adopting policies and practices that encourage workers to report incidents of sexual assault and harassment so that appropriate steps can be taken to protect employees from additional harm and to hold the perpetrators of these offensive acts accountable for their illegal and unacceptable behavior; and

WHEREAS, The City of Chicago is committed to creating and fostering non-hostile work environments free from the fear of sexual assault and sexual harassment; now, therefore,

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

SECTION 1. Section 4-6-180 of the Municipal Code of Chicago is hereby amended by deleting the language stricken through and by inserting the language underscored, as follows:

4-6-180 Hotel.

(a) *Definitions.* As used in this section:

“Anti-sexual harassment policy” means the written policy required under subsection (f)(2) of this section.

“Employee” means any natural person who works at a hotel.

“Guest” means any invitee to a hotel, including registered guests, persons occupying guest rooms with registered guests, visitors invited to guest rooms by a registered guest or other occupant of a guest room, persons patronizing food or beverage facilities provided by the hotel, or any other person whose presence at the hotel is permitted by the licensee, but specifically excludes employees.

“Guest room” means any room made available by a hotel for occupancy by guests.

(Omitted text is unaffected by this ordinance)

“Panic button” means a portable emergency contact device that an employee can quickly and easily activate to effectively summon to the employee’s location prompt assistance by a hotel security officer, manager or other appropriate hotel staff member designated by the licensee.

“Restroom” means any room equipped with toilets.

“Sexual harassment” means any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature.

(Omitted text is unaffected by this ordinance)

(f) Legal duties. Each license engaged in the business of hotel shall a duty to:

(1) equip employees who are assigned to work in a guest room or rest room, under circumstances where no other employee is present in such room, with a panic button. The employee may use the panic button to summon help if the employee reasonably believes that an ongoing crime, sexual harassment, sexual assault or other emergency is occurring in the employee’s presence. Panic buttons shall be provided by the licensee at no cost to the employee;

(2) develop, maintain and comply with a written anti-sexual harassment policy to protect employees against sexual assault and sexual harassment by guests. Such policy shall:
(a) encourage employees (“complaining employee”) to immediately report to the licensee instances of alleged sexual assault and sexual harassment by guests (“offending guest”);
(b) describe the procedures that the complaining employee and licensee shall follow in such cases; (c) afford the complaining employee the right to cease work and leave the immediate area where danger is perceived until such time that hotel security personnel or members of the Police Department arrive to provide assistance; (d) afford the complaining employee the right, during the duration of the offending guest’s stay at the hotel, to be assigned to work on a different floor or at a different station or work area away from the offending guest; (e) provide the complaining employee with sufficient paid time to: (i) sign a complaint with the Police Department against the offending guest, and (ii) testify as a witness at any legal proceeding that may ensue as a result of such complaint, if the complaining employee is still in the licensee’s employ at the time such legal proceeding occurs; (f) inform the employee that the Illinois Human Rights Act and Chicago Human Rights Ordinance provide additional protections against sexual harassment in the workplace; and (g) inform the employee that subsection (g)(1) of this section makes it illegal for an employer to retaliate against any employee who reasonably uses a panic button or exercises any right under this subsection (f)(2) or discloses, reports or testifies about any violation of this section or rules promulgated thereunder. Nothing in this subsection (f)(2) shall be construed to relieve the licensee from compliance with Section 4-4-306; and

(3) provide all employees with a current copy of the hotel’s anti-sexual harassment policy, and post the policy in conspicuous places in areas of the hotel, such as supply rooms or employee lunch rooms, where employees can reasonably be expected to see it.

(g) Prohibited acts. It shall be unlawful for any licensee engaged in the business of hotel to:

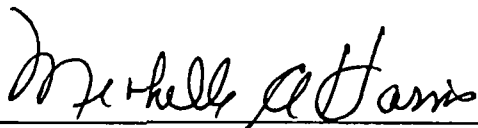
(1) discriminate against or take any adverse action against any employee in retaliation for such employee: (i) reasonably using a panic button, or (ii) exercising any right under subsection (f)(2) of this section, or (iii) disclosing, reporting, or testifying about any violation of this section or rules promulgated thereunder. For purposes of this subsection (g)(1), prohibited adverse actions include, but are not limited to, unjustified termination, unjustified denial of promotion, unjustified negative evaluations, punitive schedule changes, punitive decreases in the desirability of work assignments, and other acts of harassment shown to be linked to any activity set forth in items (i) through (iii), inclusive, of this subsection (g)(1).

(fh) *Penalty – License revocation – One year wait for new license – Exceptions.*

(1) In addition to any other penalty provided by law, any person who violates ~~any requirement of~~ this section or any rule ~~or regulation~~ promulgated thereunder shall be subject to a fine of not less than \$250.00 nor more than \$500.00 for each offense. Each day that a violation continues shall constitute a separate and distinct offense.

(Omitted text is unaffected by this ordinance)

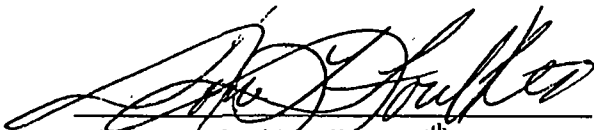
SECTION 2. This ordinance shall take full force and effect 90 days after its passage and publication.



Alderman Michelle Harris, 8th Ward



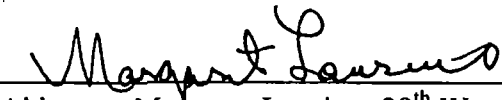
Alderman Emma Mitts, 37th Ward



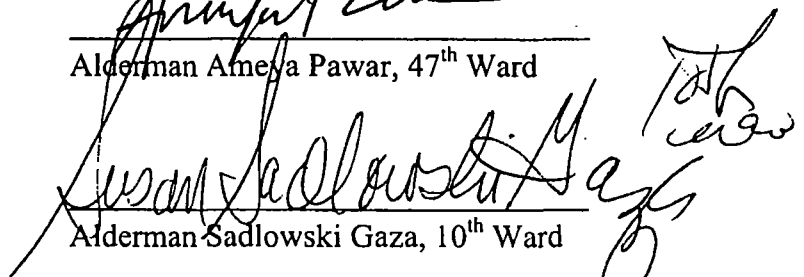
Alderman Toni Foulkes, 16th Ward



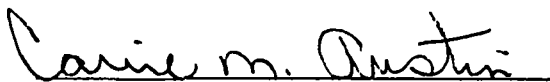
Alderman Ameya Pawar, 47th Ward



Alderman Margaret Laurino, 39th Ward



Alderman Sadloski Gaza, 10th Ward



Alderman Carrie M. Austin, 34th Ward



Alderman Walter Burnett, Jr., 27th Ward

Pat Dowell 3rd
Alderman Pat Dowell, 3rd Ward

Leslie A. Hairston
Alderman Leslie A. Hairston, 5th Ward

Sophia D. King
Alderman Sophia D. King, 4th Ward

Marty Quirn
Alderman Marty Quirn, 13th Ward
