

1 AN ACT concerning government.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Local Records Act is amended by adding  
5 Section 3c as follows:

6 (50 ILCS 205/3c new)

7 Sec. 3c. Severance agreements due to sexual harassment and  
8 sexual discrimination.

9 (a) When a unit of local government, school district,  
10 community college district, or other local taxing body enters a  
11 severance agreement with an employee or contractor because the  
12 employee or contractor was found to have engaged in sexual  
13 harassment or sexual discrimination, as defined by the Illinois  
14 Human Rights Act or Title VII of the Civil Rights Act of 1963,  
15 the public body shall publish on its Internet website, if one  
16 is maintained, and make available to the news media for  
17 inspection and copying within 72 hours of the taxing body's  
18 approval of the severance agreement the following information:

19 (1) the full name and title of the person receiving  
20 payment under the severance agreement;

21 (2) the amount of the payment;

22 (3) that the employee or contractor was found to have  
23 engaged in sexual harassment or sexual discrimination, as

1 applicable; and

2 (4) the date, time, and location of the meeting at  
3 which the taxing body approved the severance agreement.

4 For the purposes of this subsection (a), "news media" means  
5 personnel of a newspaper or other periodical issued at regular  
6 intervals whether in print or electronic format, a news service  
7 whether in print or electronic format, a radio station, a  
8 television station, a television network, a community antenna  
9 television service, or a person or corporation engaged in  
10 making news reels or other motion picture news for public  
11 showing.

12 (b) The information required to be provided by this Section  
13 may be withheld if it is determined that disclosure would:

14 (1) interfere with pending or actually and reasonably  
15 contemplated law enforcement proceedings conducted by any  
16 law enforcement agency;

17 (2) interfere with pending or actually and reasonably  
18 contemplated legal or administrative proceedings  
19 instigated by the complainant of the sexual harassment or  
20 discrimination at issue, including, but not limited to,  
21 proceedings under the Illinois Human Rights Act, Title VII  
22 of the Civil Rights Act of 1963, or civil law;

23 (3) result in the direct or indirect disclosure of the  
24 identity of a complainant who has not consented to  
25 disclosure of his or her identity; or

26 (4) endanger the life or physical safety of the

1 complainant of the sexual harassment or discrimination at  
2 issue.

3 (c) No unit of local government, school district, community  
4 college district, or other local taxing body shall incur  
5 liability as a result of its compliance with this Section,  
6 except for willful or wanton misconduct.

7 (d) The requirements of subsection (a) of this Section do  
8 not supersede the confidentiality provisions of the severance  
9 agreement.

10 (e) Nothing in this Section shall limit disclosure of  
11 public records required to be disclosed under this Act or the  
12 Freedom of Information Act.

13 Section 99. Effective date. This Act takes effect upon  
14 becoming law.