



## 101ST GENERAL ASSEMBLY

### State of Illinois

2019 and 2020

HB0905

by Rep. Jennifer Gong-Gershowitz

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the Private Sector Workplace Anti-Harassment Task Force Act. Creates the Private Sector Workplace Anti-Harassment Task Force. Provides that the Task Force shall create model policies and best practices to keep workplaces safe from sexual harassment. Provides that the Department of Human Rights shall provide administrative support to the Task Force. Provides that the model policies and best practices shall be finalized by March 1, 2020 and posted on the Department of Human Rights' website within 30 days after finalization. Repeals the Act on March 1, 2021. Effective immediately.

LRB101 05889 LNS 50910 b

1 AN ACT concerning human rights.

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

4 Section 1. Short title. This Act may be cited as the  
5 Private Sector Workplace Anti-Harassment Task Force Act.

6 Section 5. Legislative intent. It is the General Assembly's  
7 intent to facilitate the development of model policies and best  
8 practices to keep workplaces safe from sexual harassment and  
9 encourage employers not only to adopt such policies and  
10 practices, but also to be included in their development. These  
11 include, but are not limited to, policies and practices that go  
12 beyond strict legal prohibitions focusing on creating a work  
13 environment that is free from harassment in any form.

14 The Private Sector Workplace Anti-Harassment Task Force  
15 shall focus on vulnerable and underserved persons in the  
16 private sector who may be at higher risk of sexual harassment  
17 on the job for reasons including, but not limited to, race,  
18 immigration status, gender nonconformity, sexual orientation,  
19 nontraditional employment relationships, minimum-wage or  
20 tipped work, service industry work, or work in traditionally  
21 male-dominated fields.

22 Section 10. The Private Sector Workplace Anti-Harassment

1 Task Force.

2 (a) The Private Sector Workplace Anti-Harassment Task  
3 Force is created and shall include the following members:

4 (1) the chief legal counsel for the Department of Human  
5 Rights, or his or her designee;

6 (2) 2 State representatives from the majority party,  
7 appointed by the Speaker of the House;

8 (3) 2 State representatives from the minority party,  
9 appointed by the Minority Leader of the House;

10 (4) 2 State senators from the majority party, appointed  
11 by the President of the Senate;

12 (5) 2 State senators from the minority party, appointed  
13 by the Minority Leader of the Senate;

14 (6) a representative from the business community;

15 (7) a representative from a statewide organization  
16 representing manufacturers;

17 (8) a representative from a statewide organization  
18 representing retail merchants;

19 (9) a representative from an organization advocating  
20 for persons who have experienced sexual harassment;

21 (10) a representative from a statewide organization  
22 advocating for survivors of sexual assault or domestic  
23 violence;

24 (11) a representative from the food service industry;

25 (12) a representative from an organization  
26 representing trade unions;

1           (13) a representative from an organization  
2 representing lesbian, gay, bisexual, transgender, queer or  
3 questioning, intersex, and asexual or allied persons;

4           (14) a representative from an organization  
5 representing immigrants;

6           (15) a representative from an organization focused on  
7 the advancement of minorities in the workplace; and

8           (16) a representative from an organization  
9 representing minimum-wage or tipped workers.

10          (b) The Task Force shall create model policies and best  
11 practices to keep workplaces safe from sexual harassment that  
12 may include, but are not limited to:

13           (1) methods of creating and protecting internal  
14 anonymous reporting channels for employees to raise  
15 concerns about misconduct;

16           (2) how to protect against retaliation for persons  
17 alleging harassment and those who participate in  
18 investigations;

19           (3) ways to empower human resources departments to go  
20 beyond compliance and help create a culture of workplace  
21 civility; and

22           (4) working with the Department of Human Rights'  
23 Institute for Training and Development to establish survey  
24 questions and trainings targeted to the vulnerable and  
25 underserved persons on whom the Task Force is focused.

26          (c) In developing model policies and best practices, the

1 Task Force may consider:

2 (1) how workplace leaders can signal commitment to  
3 stopping sexual harassment, even when it may not rise to  
4 the level of liability;

5 (2) how to ensure accountability in human resource  
6 departments for enforcing policies, encouraging reporting  
7 and aiding people who speak out;

8 (3) how to ensure employees have clear and confidential  
9 communication with human resource departments or other  
10 persons not directly in the employee's chain of command,  
11 especially where the human resource professionals are not  
12 physically near where employees work or could be exposed to  
13 harassment;

14 (4) establishing formal or informal mentoring  
15 opportunities for employees;

16 (5) the use of exits surveys to identify the reasons  
17 employees leave the workplace and to enhance working  
18 conditions and promote retention and an inclusive  
19 environment;

20 (6) using engagement or climate surveys to assess the  
21 employees' perception of tolerance of workplace  
22 harassment, and how to ensure confidentiality of employee  
23 answers;

24 (7) utilizing new employee orientation to emphasize  
25 inclusion, harassment prevention, and general civility;  
26 and

1           (8) how to evaluate executives, managers, and  
2           supervisors on their efforts supporting an inclusive  
3           workplace and prevent sexual harassment and harassment in  
4           general.

5           (d) The Department of Human Rights shall provide  
6           administrative support to the Task Force.

7           (e) The model policies and best practices shall be  
8           finalized by March 1, 2020. Within 30 days after finalization,  
9           the model policies and best practices shall be posted to the  
10          Department of Human Rights' website available for the public to  
11          access.

12          Section 95. Repeal. This Act is repealed on March 1, 2021.

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