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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.