



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB4432

Introduced 1/20/2026, by Rep. Nicole La Ha

SYNOPSIS AS INTRODUCED:

105 ILCS 5/10-20.69
105 ILCS 5/34-18.62

Amends the School Code. Requires a school district's policy on sexual harassment to include a method for reporting instances of sexual harassment. Provides that the policy may not require that a report be made in a particular manner for a complaint to be considered formal or official for the purposes of initiating an investigation. Provides that under the policy, a school district employee who is found to have engaged in sexual harassment shall be subject to disciplinary action up to and including termination.

LRB104 17292 LNS 30714 b

STATE MANDATES
ACT MAY REQUIRE
REIMBURSEMENT

A BILL FOR

1 AN ACT concerning education.

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

4 Section 5. The School Code is amended by changing Sections
5 10-20.69 and 34-18.62 as follows:

6 (105 ILCS 5/10-20.69)

7 Sec. 10-20.69. Policy on sexual harassment. Each school
8 district must create, maintain, and implement an
9 age-appropriate policy on sexual harassment that must be
10 posted on the school district's website and, if applicable,
11 any other area where policies, rules, and standards of conduct
12 are currently posted in each school and must also be included
13 in the school district's student code of conduct handbook. The
14 policy shall include a method for reporting instances of
15 sexual harassment; however, it may not require that a report
16 be made in a particular manner for a complaint to be considered
17 formal or official for the purposes of initiating an
18 investigation.

19 Under the policy, a school district employee who is found
20 to have engaged in sexual harassment, as defined in the
21 Illinois Human Rights Act, shall be subject to disciplinary
22 action up to and including termination.

23 (Source: P.A. 101-418, eff. 1-1-20; 102-558, eff. 8-20-21.)

1 (105 ILCS 5/34-18.62)

2 Sec. 34-18.62. Policies on discrimination and harassment;
3 prevention and response program.

4 (a) The school district must create, maintain, and
5 implement an age-appropriate policy on sexual harassment that
6 must be posted on the school district's website and, if
7 applicable, any other area where policies, rules, and
8 standards of conduct are currently posted in each school and
9 must also be included in the school district's student code of
10 conduct handbook. The policy shall include a method for
11 reporting instances of sexual harassment; however, it may not
12 require that a report be made in a particular manner for a
13 complaint to be considered formal or official for the purposes
14 of initiating an investigation.

15 Under the policy, a school district employee who is found
16 to have engaged in sexual harassment, as defined in the
17 Illinois Human Rights Act, shall be subject to disciplinary
18 action up to and including termination.

19 (b) The school district must create, maintain, and
20 implement a policy or policies prohibiting discrimination and
21 harassment based on race, color, and national origin and
22 prohibiting retaliation. Such policy or policies may be
23 included as part of a broader anti-harassment or
24 anti-discrimination policy provided they are distinguished
25 with an appropriate title, heading, or label. The policy or

1 policies adopted under this subsection (b) must comply with
2 and be distributed in accordance with subsection (b) of
3 Section 22-95 of this Code.

4 (c) The school district must establish procedures for
5 responding to complaints of discrimination and harassment
6 based on race, color, and national origin, and retaliation.
7 These procedures must comply with subsection (c) of Section
8 22-95 of this Code.

9 (Source: P.A. 102-558, eff. 8-20-21; 103-472, eff. 8-1-24.)