



## 101ST GENERAL ASSEMBLY

### State of Illinois

2019 and 2020

**HB4454**

Introduced 2/3/2020, by Rep. Lamont J. Robinson, Jr.

#### SYNOPSIS AS INTRODUCED:

5 ILCS 430/5-10.7 new  
5 ILCS 430/70-5

Amends the State Officials and Employees Ethics Act. Provides that each officer, member, and employee must complete, at least annually, a diversity, inclusion, and cultural competence training program. Provides for the contents of the training program. Provides that proof of completion must be submitted to the applicable ethics officer. Provides that the training program shall be overseen by the appropriate Ethics Commission and Inspector General. Requires each ultimate jurisdictional authority to submit a report summarizing the training program with specified content. Requires governmental units to adopt an ordinance or resolution establishing a policy of diversity, inclusion, and cultural competence training.

LRB101 16112 RJF 65475 b

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 State Officials and Employees Ethics Act is  
5 amended by changing Section 70-5 and by adding Section 5-10.7  
6 as follows:

7 (5 ILCS 430/5-10.7 new)

8 Sec. 5-10.7. Diversity, inclusion, and cultural competence  
9 training.

10 (a) Beginning January 1, 2021, each officer, member, and  
11 employee must complete, at least annually, a diversity,  
12 inclusion, and cultural competence training program. A person  
13 who fills a vacancy in an elective or appointed position that  
14 requires training under this subsection (a) must complete his  
15 or her initial diversity, inclusion, and cultural competence  
16 training program within 30 days after commencement of his or  
17 her office or employment. The training shall include, at a  
18 minimum, the following: (i) the definition and a description of  
19 diversity and inclusion beyond race and gender, including, but  
20 not limited to, ethnicity, gender, sexual orientation,  
21 religion, generation, education, military status, marital  
22 status, physical, and mental abilities; (ii) how values and  
23 assumptions about others impact decision-making, legislation,

1 and social services; (iii) how personal trigger words and the  
2 trigger words of others impact individuals; (iv) what is  
3 unconscious bias and the most common types of unconscious  
4 biases; (v) how to best engage in personal awareness and  
5 awareness of other cultures; and (vi) an overview of the Equal  
6 Employment Opportunity Commission. Proof of completion must be  
7 submitted to the applicable ethics officer. Diversity,  
8 inclusion, and cultural competence training programs shall be  
9 overseen by the appropriate Ethics Commission and Inspector  
10 General appointed under this Act.

11 (b) Each ultimate jurisdictional authority shall submit to  
12 the applicable Ethics Commission, at least annually, or more  
13 frequently as required by that Commission, a report that  
14 summarizes the diversity, inclusion, and cultural competence  
15 training program that was completed during the previous year,  
16 and lays out the plan for the training program in the coming  
17 year. The report shall include the names of individuals that  
18 failed to complete the required training program. Each Ethics  
19 Commission shall make the reports available on its website.

20 (5 ILCS 430/70-5)

21 Sec. 70-5. Adoption by governmental entities.

22 (a) Within 6 months after the effective date of this Act,  
23 each governmental entity other than a community college  
24 district, and each community college district within 6 months  
25 after the effective date of this amendatory Act of the 95th

1 General Assembly, shall adopt an ordinance or resolution that  
2 regulates, in a manner no less restrictive than Section 5-15  
3 and Article 10 of this Act, (i) the political activities of  
4 officers and employees of the governmental entity and (ii) the  
5 soliciting and accepting of gifts by and the offering and  
6 making of gifts to officers and employees of the governmental  
7 entity.

8 No later than 60 days after the effective date of this  
9 amendatory Act of the 100th General Assembly, each governmental  
10 unit shall adopt an ordinance or resolution establishing a  
11 policy to prohibit sexual harassment. The policy shall include,  
12 at a minimum: (i) a prohibition on sexual harassment; (ii)  
13 details on how an individual can report an allegation of sexual  
14 harassment, including options for making a confidential report  
15 to a supervisor, ethics officer, Inspector General, or the  
16 Department of Human Rights; (iii) a prohibition on retaliation  
17 for reporting sexual harassment allegations, including  
18 availability of whistleblower protections under this Act, the  
19 Whistleblower Act, and the Illinois Human Rights Act; and (iv)  
20 the consequences of a violation of the prohibition on sexual  
21 harassment and the consequences for knowingly making a false  
22 report.

23 Within 6 months after the effective date of this amendatory  
24 Act of the 101st General Assembly, each governmental unit that  
25 is not subject to the jurisdiction of a State or local  
26 Inspector General shall adopt an ordinance or resolution

1 amending its sexual harassment policy to provide for a  
2 mechanism for reporting and independent review of allegations  
3 of sexual harassment made against an elected official of the  
4 governmental unit by another elected official of a governmental  
5 unit.

6 Within 6 months after the effective date of this amendatory  
7 Act of the 101st General Assembly, each governmental unit shall  
8 adopt an ordinance or resolution establishing a policy of  
9 diversity, inclusion, and cultural competence training. The  
10 training shall include, at a minimum, the following: (i) the  
11 definition and a description of diversity and inclusion beyond  
12 race and gender, including, but not limited to, ethnicity,  
13 gender, sexual orientation, religion, generation, education,  
14 military status, marital status, physical, and mental  
15 abilities; (ii) how values and assumptions about others impact  
16 decision-making, legislation, and social services; (iii) how  
17 personal trigger words and the trigger words of others impact  
18 individuals; (iv) what is unconscious bias and the most common  
19 types of unconscious biases; (v) how to best engage in personal  
20 awareness and awareness of other cultures; and (vi) an overview  
21 of the Equal Employment Opportunity Commission.

22 (b) Within 3 months after the effective date of this  
23 amendatory Act of the 93rd General Assembly, the Attorney  
24 General shall develop model ordinances and resolutions for the  
25 purpose of this Article. The Attorney General shall advise  
26 governmental entities on their contents and adoption.

1           (c) As used in this Article, (i) an "officer" means an  
2           elected or appointed official; regardless of whether the  
3           official is compensated, and (ii) an "employee" means a  
4           full-time, part-time, or contractual employee.

5           (Source: P.A. 100-554, eff. 11-16-17; 101-221, eff. 8-9-19.)