

**ADDENDUM NO. 2  
ORDINANCE NO. 17-08  
(December 14, 2017)**

**MOULTRIE COUNTY EMPLOYEE HANDBOOK**

**ORDINANCE ESTABLISHING A POLICY  
AGAINST DISCRIMINATION,  
HARRASSMENT AND SEXUAL MISCONDUCT  
IN THE COUNTY OF MOULTRIE, ILLINOIS**

**ORDINANCE NO. 17-08**

**ORDINANCE ESTABLISHING A POLICY AGAINST DISCRIMINATION,  
HARASSMENT, AND SEXUAL MISCONDUCT  
IN THE COUNTY OF MOULTRIE, ILLINOIS**

WHEREAS, County of Moultrie, a body politic and corporate of the state of Illinois (“Moultrie County”) is a non-home rule unit of local government pursuant to Article VII, § 8 of the 1970 Illinois Constitution; and

WHEREAS, the Illinois General Assembly enacted Public Act 100-554 (the “Act”), effective November 16, 2017, which is a comprehensive revision of State statutes regulating policies prohibiting sexual harassment; and

WHEREAS, the Act requires that, no later than 60 days after the effective date of this amendatory Act of the 100th General Assembly, November 16, 2017, each governmental unit shall adopt a resolution or Ordinance establishing a policy to prohibit sexual harassment; and

WHEREAS, the County Board of Moultrie County has determined that, as a governmental unit, it must comply with the Act by passage of this Ordinance; and

WHEREAS, because the Act provides for the imposition of significant penalties for violations of said local regulations, it is necessary to adopt the required regulations by Ordinance rather than by Resolution,

NOW, THEREFORE, BE IT ORDAINED BY THE COUNTY BOARD OF MOULTRIE COUNTY THAT THIS ORDINANCE ESTABLISHING A POLICY AGAINST DISCRIMINATION, HARASSMENT, AND SEXUAL MISCONDUCT IS ADOPTED AS FOLLOWS:

**SECTION I. Adoption of Discrimination, Harassment and Sexual Misconduct Policy.**

The Policy Against Discrimination, Harassment and Sexual Misconduct, included as Exhibit “A” to this Ordinance, is hereby adopted and incorporated herein by reference.

**SECTION II: Existing Policies.**

County of Moultrie Sexual Harassment Policy and Complaint Procedure adopted April 14, 2005 is hereby repealed and replaced by this Ordinance, and all prior existing sexual harassment policies

of Moultrie County that conflict with the policy contained in Exhibit “A” hereto shall be superseded by the Policy adopted by this Ordinance.

**SECTION III. Severability.**

It is the intention of the County Board that this Ordinance and every provision thereof shall be considered separable, and the invalidity of any section, clause, or provision of this Ordinance shall not affect the validity of any other portion of this Ordinance.

**SECTION IV: Effective Date.**

This Ordinance shall be in full force and effect from and after its passage.

Passed and approved by the County Board this 14<sup>th</sup> day of December, 2017

AYES:	9
NAYS:	0
PRESENT:	0
ABSTAIN/ABSENT:	0

*David R. McCabe /s/*

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CHAIRPERSON, MOULTRIE COUNTY

ATTEST:

*Georgia C. England /s/*

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COUNTY CLERK