



ORDINANCE NO. 974

**AN ORDINANCE AMENDING THE VILLAGE OF MACKINAW  
MUNICIPAL CODE SAID MUNICIPAL CODE BEING ORDINANCE  
NO. 513 OF THE VILLAGE OF MACKINAW TO PROVIDE  
AMENDMENTS TO THE POLICY PROHIBITING SEXUAL  
HARASSMENT**

Published in pamphlet form by authority of the Village President and  
Board of Trustees of the Village of Mackinaw.

NOVEMBER 13, 2018

STATE OF ILLINOIS )  
COUNTY OF TAZEWELL ) SS  
VILLAGE OF MACKINAW )

CERTIFICATE OF ORDINANCE

I, the undersigned, do hereby certify that I am the duly appointed, qualified and acting Village Clerk of the Village of Mackinaw, Tazewell County, Illinois (the "Issuer"), and as such official I am the keeper of the records and files of its President and Board of Trustees (the "Corporate Authorities").

I do further certify the foregoing constitutes a full, true and complete excerpt from the proceedings of the regular meeting of the Corporate Authorities held on the *12TH day of NOVEMBER 2018*, insofar as same relates to the adoption of *Ordinance No. 974*, entitled:

**AN ORDINANCE AMENDING THE VILLAGE OF MACKINAW MUNICIPAL CODE SAID MUNICIPAL CODE BEING ORDINANCE NO. 513 OF THE VILLAGE OF MACKINAW TO PROVIDE AMENDMENTS TO THE POLICY PROHIBITING SEXUAL HARASSMENT**

A true, correct and complete copy of which ordinance (the "Preliminary Ordinance" or "Ordinance") as adopted at such meeting appears in the transcript of the minutes of such meeting. The Preliminary Ordinance was adopted and approved by the vote and on the date therein set forth.

I do further certify the deliberations of the Corporate Authorities on the adoption of such Preliminary Ordinance were taken openly and was on the agenda at least 48 hours before the meeting at which it was adopted, that the adoption of such ordinance was duly moved and seconded, that the vote on the adoption of such ordinance was taken openly and was preceded by a public recital of the nature of the matter being considered and such other information as would inform the public of the business being conducted, that such meeting was held at a specified time and place convenient to the public, that notice of such meeting was duly given to all of the news media requesting such notice, that such meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and the Illinois Municipal Code, as amended, and that the Corporate Authorities have complied with all of the applicable provisions of such Act and such Code and their procedural rules in the adoption of such ordinance.

The pamphlet form of *Ordinance No.974*, including the ordinance and a cover sheet thereof, was prepared and a copy of such Ordinance was posted for public inspection in the municipal building, the Mackinaw United States Post Office, and the Mackinaw Library commencing on *NOVEMBER 13, 2018* and continuing for at least ten days thereafter. The original ordinance was adopted by the Board of Trustees of the Village of Mackinaw at a regular meeting, attended by **SIX** members of the Board, and approved by the President, as said Ordinance appears on file in my office and as the same is recorded in the Book of Ordinances of said Village.

IN TESTIMONY WHEREOF, I have hereunto set my hand and the official seal of said Village of Mackinaw, Illinois, this 23RD DAY OF NOVEMBER, 2018.



\_\_\_\_\_  
Village Clerk

Ordinance 974

**AN ORDINANCE AMENDING THE VILLAGE OF MACKINAW MUNICIPAL CODE  
SAID MUNICIPAL CODE BEING ORDINANCE NO. 513 OF THE VILLAGE OF  
MACKINAW TO PROVIDE AN AMENDMENT TO THE POLICY PROHIBITING SEXUAL HARASSMENT**

BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF MACKINAW:

SECTION 1: Section III and Section IV of the Policy Prohibiting Sexual Harassment included as Exhibit A to Ordinance No. 955 is hereby amended in the following manner and method (additions shown in underline font and deletions in ~~strikethrough~~ font):

**POLICY PROHIBITING SEXUAL HARASSMENT**

III. Procedure for reporting all allegation of sexual harassment

- Resolution Outside Municipality. The purpose of this policy is to establish prompt, thorough and effective procedures for responding to every report and incident so that problems can be identified and remedied by the municipality. However, all municipal employees have the right to contact the Illinois Department of Human Rights (IDHR) or the Equal Employment Opportunity Commission (EEOC) for information regarding filing a formal complaint with those entities. An IDHR complaint must be filed within ~~180-300~~ 300 days of the alleged incident(s) unless it is a continuing offense. A complaint with the EEOC must be also filed within 300 days.

IV. Prohibition on retaliation for reporting sexual harassment allegations

- An employee who is suddenly transferred to a lower paying job or passed over for a promotions after filing a complaint with IDHR or EEOC, may file a retaliation charge – ~~due within 180 days (IDHR) or either due within 300 days (EEOC) of the alleged retaliation.~~ Either due within 300 days of the alleged retaliation.

SECTION 2: If any section or part of this Ordinance is held invalid, it shall not affect the validity of the remainder of the Ordinance.

SECTION 3: This Ordinance shall take effect 10 days after publication thereof as provided by law.

SECTION 4: Ordinance No. 513 of the Village of Mackinaw, as amended by this Ordinance, shall remain in full force and effect and all previous amendments to Ordinance No. 513 shall remain in force and effect except as modified by this Ordinance.

PASSED in due form on a roll call vote by the Board of Trustees of the Village of Mackinaw at a duly held meeting on the 12<sup>th</sup> day of November 2018.

APPROVED:



Craig M. Friedl – Village President

ATTEST:



Lisa Spencer – Village Clerk

AYES:

NAYS:

ABSENT:

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