

## ILLINOIS AND CHICAGO

Once you have played the main 90 minute **Stop BULLYING & HARASSMENT NOW!** video, play the state additional training video. This additional video will fulfill the additional state requirements.

There is also a set of **CASE SCENARIO** videos you can play for your attendees to illustrate various types of harassment.

There is also a set of **BARS AND RESTAURANT CASE SCENARIO** videos you can play for your attendees to illustrate various types of harassment.

Below you will read more about the additional state and the City of Chicago requirements.

NOTE: Illinois law requires that any e-learning format must provide an opportunity for students to ask questions and obtain answers.

Employers should also have their policy ready to review with the employees during the training.

There is also attached a sheet listing **WHERE IN ILLINOIS CAN YOU FILE A CHARGE OF ILLEGAL HARASSMENT?** That sheet should be distributed to everyone attending the training.

### ILLINOIS and CHICAGO

Illinois' sexual harassment prevention training law is one of the most stringent in the United States. SB 75 requires that all employees be trained on a yearly basis.

There are also supplemental training requirements for employees in the service industry. Restaurants and bars must establish and disseminate a written policy on sexual harassment prevention training, and train on specific content such as details on reporting and filing charges with state authorities.

Employers that are also "places of public accommodation" are responsible for sexual harassment of Customers/Patrons when perpetrated by their Employees or Nonemployees.

All employers in Chicago must annually provide 1 hour of sexual harassment prevention training for all employees, 2 hours for supervisors and managers, and 1 hour of bystander training for all employees. For a more detailed overview of this new requirement, visit the City of Chicago's website.

[https://www.chicago.gov/city/en/depts/cchr/supp\\_info/sexual-harassment.html](https://www.chicago.gov/city/en/depts/cchr/supp_info/sexual-harassment.html)

#### Requirements for supervisory and nonsupervisory employees

The training course must:

- Provide the definition of sexual harassment.
- Describe all federal and state statutory provisions prohibiting sexual harassment in the workplace.
- Define sexual harassment as set forth in the Illinois General Statutes.
- Discuss the types of conduct that may constitute sexual harassment under the law, including the fact that the harasser or the victim of harassment may be either a man or a woman and that harassment can occur involving persons of the same or opposite sex.

- Describe the remedies available in sexual harassment cases, including but not limited to: cease and desist orders; hiring, promotion or reinstatement; compensatory damages; and back pay.
- Advise employees that individuals who commit acts of sexual harassment may be subject to both civil and criminal penalties.
- Discuss strategies to prevent sexual harassment in the workplace.

Restaurants and bars must supplement the training with a program addressing issues specific to the industry. This program may be their own or they may use model training created by the Illinois Department of Human Rights (IDHR).

## **Restaurants and Bars**

### **Definitions**

- **"Restaurant"** is defined as any business that is primarily engaged in the sale of ready-to-eat food for immediate consumption, including, but not limited to, restaurants, coffee shops, cafeterias, and sandwich stands that give or offer for sale food to the public, guests, or employees, and kitchen or catering facilities in which food is prepared on the premises for serving elsewhere.
- **"Bar"** is defined as an establishment that is devoted to the serving of alcoholic beverages for consumption by guests on the premises and that derives no more than 10% of its gross revenue from the sale of food consumed on the premises, including, but not limited to, taverns, nightclubs, cocktail lounges, adult entertainment facilities, and cabarets.
- **"Manager"** is defined as a person responsible for the hiring and firing of employees, including, but not limited to, a general manager, owner, head chef, or other non-tipped employee with duties managing the operation, inventory, safety, and personnel of a restaurant or bar.

### **Examples of Sexual Harassment in Restaurants**

The restaurant industry has one of the highest rates of sexual harassment reports. This includes harassment by patrons as well as employees. In fact, nearly 70% of women who work in restaurants said they had experienced some form of sexual harassment. Some examples of sexual harassment in the restaurant industry include:

- Being groped or touched without consent
- Inappropriate comments or jokes about someone's body or sex life
- Requesting sexual favors in exchange for continued employment or a promotion
- Leering or staring at someone in a sexually suggestive manner
- Making demeaning or sexual comments about someone's clothing or appearance

Restaurants and bars are also required to provide supplemental sexual harassment prevention training to all employees, regardless of employment classification.