



**INCLUSION
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YWCA Metropolitan Chicago

Addressing Sexual Harassment in the Workplace

On August 9, 2019, Illinois Governor J.B. Pritzker enacted sweeping changes to the landscape of employment law in Illinois. Among other changes, the amendments create the Workplace Transparency Act (WTA), effective January 1, 2020, which in part requires every employer with employees working in Illinois to provide sexual harassment prevention training on an annual basis.

The annual sexual harassment training program must include:

- An explanation and definition of sexual harassment.
- Examples of conduct that constitutes unlawful sexual harassment.
- A summary of federal and state statutory provisions, including remedies available to victims of sexual harassment.
- A summary of the responsibilities of employers for prevention, investigation, and corrective measures of sexual harassment.
- For some employers the training must be offered in English and Spanish, and **MUST** be interactive.

Employers who do not provide compliant training by January 1, 2021 will be subject to civil penalties.



Our Solution

Our interactive training, ***“RESPECT AT WORK: Preventing and Identifying Sexual Harassment in the Workplace,”*** is delivered by the YWCA’s experienced, knowledgeable and highly credentialed staff. Our training meets all of the state of Illinois’ requirements and follows the spirit of the law, which is designed to encourage safe and inclusive working environments.

Our training reinforces strategic behaviors and professional boundaries for a healthy workplace while addressing what individuals can do when fellow employees or others present with unwelcomed behavior. This training benefits from customization to ensure alignment with organizational policy and procedures.

Connect with us

Inclusion Chicago advances diversity, equity, and inclusion by partnering with organizations looking for improved experience and results. Through a set of customized solutions including consultation and training, we provide support in developing data-oriented action plans, and driving organizational change.

**For more info on how Inclusion Chicago can support your organization, contact Lourdes Lonergan:
Email: lourdes.lonergan@ywcachicago.org Tel: (630) 580-3133**