

**Report of Harassment and Discrimination Prevention Training, 2017 - present**  
**Illinois House of Representatives**  
**Office of the Speaker**

This document provides a summary of training arranged by the Office of the Speaker for all Democrat members of the Illinois House of Representatives and all employees of the Office of the Speaker, Office of the Clerk, and all district offices of the House of Representatives. This document does not address training provided to the Republican members of the House of Representatives and the employees of the House Minority Leader's Office. All training sessions discussed below meet and exceed the requirements of the State Officials and Employees Ethics Act (5 ILCS 430/5-10.5), were conducted live, and contained interactive components and ample time for questions throughout.

**2017**

Although Public Act 100-554 did not require sexual harassment prevention training to be completed annually until 2018, all House Democratic members and senior staff were trained in person on November 8, 2017.

**2018**

The Office of the Speaker utilized the Department of Human Rights in-person trainers to provide sexual harassment prevention training staff and/or members on March 1, March 15, March 22, April 4, April 18, August 22, September 18, November 14, and December 21, 2018. Training was also held in-person for House Democratic Members on April 18, 2018. Training sessions were offered in Chicago and Springfield. On December 27, Ethics Officer Justin Cox provided training via telephone.

As of December 31, 2018, all then-current House Democratic members and employees of the Speaker's office, Clerk's office, and District offices had attended training during calendar year 2018.

**2019**

In 2019, the Office of the Speaker mainly utilized the training services of the Department of Human Rights. In-person training opportunities were provided on January 3, 24, 25, 29, and 31, February 1, 7, 12, and 21, March 19, 20, and 21, and April 17, and May 21, 2019. DHR began to provide training in webinar format mid-year, and webinars were offered May 20, June 19, July 16, 17, and 18, August 26 and 28, September 19, October 23, November 19, and December 3 and 19. Ethics Officer Justin Cox provided training via conference call on December 5 and 31. The Office also provided a written summary of sexual harassment prevention training including a one-page document listing reporting options to all new employees as part of onboarding, and all new employees signed an acknowledgement of receipt within their first few days of employment.

As of December 31, 2019, all then-current House Democratic members and employees of the Speaker's Office, Clerk's Office, and District Offices had attended training during calendar year 2019.

## **2020**

In 2020, the Office of the Speaker began providing training internally, led by Ethics Officer Justin Cox and Human Resources Director and EEO Officer Pamela Lassiter. Training opportunities were provided in person on January 28 and January 30. Due to the pandemic, the training was transitioned to a webinar format. Webinars were offered on June 26, June 30, August 31, October 30, December 3, December 8, December 9, and December 14, 2020. The Office also provided a written summary of sexual harassment prevention training including a one-page document listing reporting options to all new employees as part of onboarding, and all new employees signed an acknowledgement of receipt within their first few days of employment.

As of December 31, 2020, all then-current House Democratic members and employees of the Speaker's Office, Clerk's Office, and District Offices had attended harassment and discrimination prevention training during calendar year 2020.

## **2021**

For 2021, the harassment and discrimination prevention training is being performed by the Human Resources Unit of the Office of the Speaker via webinar. Thus far, trainings have been provided on February 16, February 19, March 3, March 26, April 30, June 4, and July 9. Further training sessions are scheduled for August 13, September 17, October 22, November 19, and December 17, 2021. The Office will continue to provide a written summary of sexual harassment prevention training including a one-page document listing reporting options to all new employees as part of onboarding, and all new employees sign an acknowledgement of receipt within their first few days of employment.