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House Sexual Discrimination and Harassment Task Force
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1. Possible legal violations related to discrimination and/or sexual harassment
 - a. Civil rights violations
 - b. Common law tort claims
 - c. Criminal violations
 - d. Ethics Act violations

2. Civil rights violations under the Illinois Human Rights Act and/or Title VII
 - a. Relevant civil rights violations
 - i. Discrimination based on sex
 - ii. Sexual harassment
 - iii. Retaliation
 - b. Avenues available to victims of civil rights violations
 - i. Notice to employer
 - ii. OAG jurisdiction to investigate patterns and practices
 - iii. Individual complaints to the federal Equal Employment Opportunity Commission and the Illinois Department of Human Rights: administrative and court process; available remedies.
 - c. Employer liability for civil rights violations in the workplace
 - i. Liability depends on employer-employee relationship
 - ii. Applying these concepts to workplace relationships within the Capitol

3. Violations of the Criminal Code
 - a. Criminal sex offenses
 - b. Non-sex offenses
 - c. Examples of criminally actionable sexual harassment

4. Best Practices

5. Questions