



SR1471

LRB100 21099 MST 36967 r

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SENATE RESOLUTION

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WHEREAS, For the last quarter-century, the Ford Motor Company has garnered a reputation for mishandling complaints of sexual and racial harassment at their production plants across the nation, giving rise to a string of lawsuits in the 1990s, an Equal Employment Opportunity Commission (E.E.O.C.) investigation, and a \$22 million settlement to Ford employees who experienced harassment; and

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WHEREAS, The allegations made by female employees have included crude comments about women's bodies, graphic images of male genitalia, groping, males simulating sexual acts or masturbating in front of the women, and supervisors who offered favorable treatment to women who would have sex with them; and

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WHEREAS, The culture at the Ford plants enabled this conduct, thereby causing many of the women who reported harassment to be mocked, dismissed, threatened, or ostracized; and

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WHEREAS, While Ford touted its purported commitment to cracking down on this hostile work environment, it simultaneously delayed firing those accused of harassment, did not provide adequate sexual harassment training, and failed to stamp out retaliation against those women who reported

1 misconduct, leaving workers to conclude that offenders would go  
2 unpunished; and

3 WHEREAS, Ford has done little to address the longstanding  
4 culture of sexual harassment at its plants, resulting in  
5 another E.E.O.C. investigation, a recent \$10 million  
6 settlement of sexual harassment claims, and continuing  
7 litigation between Ford and employees who suffer from this  
8 pervasive sexual and racial harassment; and

9 WHEREAS, Ford's Chicago Assembly Plant and the Chicago  
10 Stamping Plant, which together employ over 5,700 people, of  
11 which just under a third are women, have been the source of  
12 half of all sexual harassment and gender discrimination  
13 complaints lodged against Ford with the E.E.O.C.; and

14 WHEREAS, Many of the known and unknown women who became  
15 victims of sexual harassment throughout their employment with  
16 Ford are Illinois workers who have suffered serious  
17 psychological and physical trauma, economic loss, and  
18 retaliation including loss of their jobs as a result of Ford's  
19 gross mishandling and failure to eradicate this impermissible  
20 behavior in their Chicago plants; therefore, be it

21 RESOLVED, BY THE SENATE OF THE ONE HUNDREDTH GENERAL  
22 ASSEMBLY OF THE STATE OF ILLINOIS, that we urge the Equal

1 Employment Opportunity Commission, the Illinois Department of  
2 Human Rights, and the Illinois Department of Labor to  
3 investigate the culture of harassment at Ford's Illinois plants  
4 and provide increased support for the brave women who have come  
5 forward to make their voices heard, and further call upon the  
6 Governor of Illinois to review all state contracts with Ford  
7 Motor Company for compliance with the Illinois Human Rights  
8 Act, the Illinois Procurement Code, and other laws and  
9 regulations governing state contractors; and be it further

10       RESOLVED, That suitable copies of this resolution be  
11 delivered to Governor Bruce Rauner, the Acting Chair and the  
12 Commissioners of the Equal Employment Opportunity Commission,  
13 the Director of the Illinois Department of Human Rights, the  
14 Director of the Illinois Department of Labor, and the Board of  
15 Directors at Ford Motor Company.