






ANNUAL SEXUAL HARASSMENT {PREVENTION} TRAINING

FACILITATOR

Presented by **ATTORNEY SCOTT CRUZ**, an experienced labor and employment attorney with Greensfelder, Hemker & Gale, P.C.

RESERVE YOUR TRAINING

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The IBA is providing multiple virtual options to meet the needs of IBA members subject to Illinois' and/or Chicago's sexual harassment prevention training requirements. Each session not only meets, but exceeds Illinois' and/or Chicago's sexual harassment prevention training requirements. The comprehensive training courses offer separate and distinct sessions for employees and supervisors covering the prevention of discrimination, all forms of harassment (including sex), retaliation, and workplace bullying, as well as Chicago's bystander intervention training requirement.

All Illinois and Chicago employers are required to conduct annual sexual harassment training. Failure to provide the required annual training violates the Illinois Human Rights Act and/or Chicago Human Rights Ordinance, and subjects employers to fines for non-compliance. At a minimum, the training must include:

- an explanation and examples of what constitutes unlawful sexual harassment
- a summary of relevant federal, state and local provisions and remedies available to victims
- a summary of employers' responsibilities in preventing, investigating and taking corrective measures in regard to sexual harassment

ILLINOIS BANKS LOCATED **OUTSIDE** CHICAGO

Compliance Period is January 1 - December 31

PRE-RECORDED TRAININGS

\$549 Employee **AND** supervisor recordings (two programs)
Programs are about 1.5 hours each. Recordings are password-protected and available via any internet streaming platform through December 31, when links will be removed from the cloud.

LIVE VIRTUAL TRAININGS

\$1,999 Live virtual training via Zoom customized for your workplace, including a live Q&A opportunity
Live programs will run about 1.5 to 2 hours. Recordings can be provided afterward as well, available via any internet streaming platform until December 31, when the link will be removed from the cloud.

Certificate of Attendance

Because employers must maintain documentation for each employee establishing compliance with the training requirement, each employee is provided with a certificate of attendance to fill out and complete. Also, the PowerPoint presentation will be available to download.

ILLINOIS BANKS LOCATED **IN** CHICAGO

Compliance Period is July 1 - June 30

PRE-RECORDED TRAININGS **\$1,999**

Effective July 1, 2022, Chicago employers must require that their employees participate in specific annual trainings as outlined below. Employers have until June 30, 2023, to complete the initial set of trainings. Each subsequent year for required training begins on July 1 and ends on June 30.

Chicago banks violating the new annual training requirements will subject employers to fines between \$500 and \$1,000 for each offense, and each day the violation continues constitutes a separate and distinct offense. The new annual required trainings are as follows:

- Employees must participate in a minimum of one hour of sexual harassment prevention training;
- Anyone who supervises or manages employees must participate in a minimum of two hours of sexual harassment prevention training; and
- All employees must participate in one hour of bystander intervention training.

BYSTANDER TRAINING ONLY \$500 The bystander intervention training is included in Option 1 but can be purchased separately.