



**BOARD OF COMMISSIONERS OF COOK COUNTY**  
**Cook County Building, Board Room, 118 North Clark Street, Chicago, Illinois**

**New Items Agenda**

**Wednesday, November 16, 2016, 11:00 AM**

**Fourth Set**

## 16-6451

**Sponsored by:** BRIDGET GAINER, LUIS ARROYO JR, RICHARD R. BOYKIN, LARRY SUFFREDIN and JEFFREY R. TOBOLSKI, Cook County Board of Commissioners

**PROPOSED ORDINANCE AMENDMENT****HEALTHY WORKFORCE AND HEALTHCARE ACCESS AMENDMENT**

**NOW THEREFORE, BE IT ORDAINED,** by the Cook County Board of Commissioners, that Chapter 42 - Human Relations, Article II. Human Rights, Section 42-39 of the Cook County Code is hereby enacted as follows:

**Sec. 42-39. - County facilities, services and programs.**

(a) *Prohibition.* No person shall engage in unlawful discrimination in the provision or distribution of any Cook County ("County") facilities, services, or programs.

- (1) *National Origin.* No person shall discriminate in the provision or distribution of any County facilities, services, or programs based on national origin under the guise of discrimination based on an individual's immigration status. Nothing in this article shall be construed to conflict with any Federal or State law or regulation.
- (2) *Immigration Status.* No person shall discriminate in the provision or distribution of any County facilities, services or programs based on immigration status or documentation of immigration status. County services for the purpose of this provision include, but are not limited to, health services provided by the Cook County Health and Hospitals System and legal services provided by the Cook County Public Defender's Office. Nothing in this article shall be construed to conflict with any Federal or State law or regulation.

(b) *Exception.* The Cook County Commission on Human Rights ("Commission") as defined in Section 42-34 shall adopt rules specifying any exceptions to the prohibition contained in this section based on bona fide considerations of public policy.

(c) *Sexual harassment.*

- (1) No person shall engage in sexual harassment in the provision or distribution of any County facilities, services, or programs.
  - (2) When used in this subsection, the term "sexual harassment" means any unwelcome sexual advance, request for sexual favors, or conduct of a sexual nature when:
    - a. Submission to such conduct is an explicit or implicit term or condition of an individual's use of County facilities, or the provision of County services or programs;
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- b. Submission to or rejection of such conduct by an individual is used as the basis for any decision affecting the provision or allocation of County services or programs, or the use of County facilities; or
- c. Such conduct has the purpose or effect of substantially interfering with an individual's access to County services, programs, or facilities, or the conduct creates an intimidating, hostile, or offensive environment for the provision of County services or programs, or in the use of County facilities.

**Effective date:** This ordinance shall be in effect immediately upon adoption

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