

From: Eric Olsauskas
Sent: Monday, July 14, 2025 11:18 AM
To: cityclerk@cityofmarseilles.com
Subject: FOIA Request – Sexual Harassment Policies, Training Records, and Compliance Documents (2015–Present)

Freedom of Information Act Request

Submitted to: City of Marseilles, Illinois
Attn: FOIA Officer – City Clerk Lesley Hart
Date: 14 July 2025

Requestor:
Eric Olsauskas

RE: FOIA Request – Sexual Harassment Policies, Training Records, and Compliance Documents (2015–Present)

To Whom It May Concern,

This is a formal request under the **Illinois Freedom of Information Act (FOIA), 5 ILCS 140/1 et seq.**, directed to the City of Marseilles and its FOIA Officer. I am seeking public records related to the City's **sexual harassment policies, mandatory training, and statutory compliance**, particularly as required under **Public Act 100-0554, Public Act 101-0221**, and provisions of the **Illinois Human Rights Act and State Officials and Employees Ethics Act**.

This request covers the period from **January 1, 2015 through the date of fulfillment**, and applies to **all elected officials, department heads, city employees, and contractors** working on behalf of the City of Marseilles.

Records Requested:

1. **All sexual harassment prevention policies, ordinances, and resolutions** adopted or amended by the City since January 1, 2015, including those required by:
 - Public Act 100-0554,
 - Public Act 101-0221,
 - Section 2-105(B) of the Illinois Human Rights Act,
 - The State Officials and Employees Ethics Act.
2. **All training records** for City of Marseilles employees, elected officials (including Mayor, Commissioners, and City Clerk), and contractors, showing completion of sexual harassment prevention training in each applicable calendar year from 2015 to present.

3. **All correspondence, memoranda, or email communications** between any elected official, employee, legal counsel, or HR contractor referencing:
 - o Sexual harassment policies,
 - o Training requirements or compliance concerns,
 - o Discussions of complaints, investigations, or legal obligations regarding sexual harassment or retaliation.
4. **City Council meeting agendas, minutes, or packets** where sexual harassment policies, compliance matters, or related employee training obligations were discussed, presented, or voted on in any capacity.
5. **Copies of any contracts, agreements, or invoices** for third-party HR consultants or training providers who delivered or reviewed sexual harassment-related training or policy documents on behalf of the City.

Delivery Format and Fee Notice:

Please provide the requested documents in **searchable electronic format** via email. If records are too voluminous for email transmission, a downloadable cloud link is acceptable. I respectfully request advance notice of any copying fees exceeding \$25.00.

Legal Compliance Notice:

As a **designated recurrent requester under 5 ILCS 140/2(g)**, I am aware of the adjusted timeframes for response. However, **this designation does not alter the City's legal obligation to provide a timely and complete response** under FOIA, nor does it authorize excessive delay, redaction, or evasion.

Let this letter serve as a **formal notice of intent to file a complaint with the Public Access Counselor (PAC)** under **5 ILCS 140/9.5** if the City fails to:

- Provide a full and responsive reply within the statutory timeline, or
- Improperly denies, withholds, or redacts records without citation to a specific FOIA exemption.

The Illinois Attorney General has clearly ruled that **compliance with anti-harassment training and policy adoption laws is a matter of public interest and transparency**. Withholding or failing to maintain these records may not only constitute a FOIA violation but may raise **significant questions of statutory noncompliance by the City of Marseilles**.

I urge the City to handle this request with the seriousness and transparency the public expects and the law requires.

Respectfully,
Eric Olsauskas