



Employment Rights

Under the Illinois Human Rights Act, employers in Illinois are prohibited from discriminating against employees. The Illinois Department of Human Rights can investigate charges of Employment discrimination filed against a covered employer, public contractor, employment agency, labor organization or union.

PROHIBITED EMPLOYMENT ACTIONS

The law protects persons from discrimination in all terms and conditions of employment, including:

- Recruitment
- Hiring
- Promotion or Demotion
- Renewal of Employment
- Selection for Training or Apprenticeship
- Transfer
- Pay
- Tenure
- Discharge
- Discipline
- Terms or Privileges of Employment



TYPES OF DISCRIMINATION COVERED

- Race
- Color
- Religion
- Sex (including Pregnancy and Sexual Harassment)
- National Origin
- Ancestry
- Age (40 and over)
- Order of Protection Status
- Marital Status
- Physical or Mental Disability
- Sexual Orientation (including Gender-Related Identity)
- Military Status
- Unfavorable Military Discharge
- Citizenship Status
- Native Language
- Arrest Record
- Immigration-Related Practices
- Retaliation for opposing unlawful discrimination and Coercion

TO FILE A CHARGE

Submit a completed Complainant Information Sheet (CIS) either in person or by mail. If your allegations are covered under the Illinois Human Rights Act, a charge will be drafted for your signature.

You may file a charge of Employment discrimination with the Department if:

1. You are subjected to discriminatory treatment by an employer, employment agency, labor organization or union covered under the law; and
2. The conduct was based on your status in one of the types of discrimination covered; and
3. The charge is filed within 180 days of the date the alleged discrimination took place.

You may obtain a CIS from the Department's website (www.illinois.gov/dhr) or by contacting one of the Department's offices.

WHAT THE DEPARTMENT CANNOT DO

The Department cannot investigate Employment charges:

- Based on political affiliations or personality conflicts
- Against the federal government

For More Information Contact:



Office Hours: Monday through Friday 8:30 a.m. to 5:00 p.m.

Intake interviews: Monday through Thursday, 8:30 a.m. to 3:00 p.m.

(No intake interviews are conducted on Fridays.)

Website: www.illinois.gov/dhr

In Chicago: James R. Thompson Center
100 West Randolph Street, Suite 10-100
Chicago, IL 60601

(312) 814-6200 or (800) 662-3942
(866) 740-3953 (TTY)
(312) 814 6251 Fax

In Springfield: 222 South College St., 1st Floor
Springfield, IL 62704

(217) 785-5100 (866) 740-3953 (TTY)
(217) 785-5106 Fax

In Marion: 2309 W. Main St.
Marion, IL 62959

(618) 993-7463 (866) 740-3953 (TTY)
(618) 993-7464 Fax