

## EMPLOYER NOTICE

Under the Illinois Human Rights Act (Act), all workers have the right to employment free from unlawful discrimination or sexual harassment. In Illinois, it is a civil rights violation under Article 2-102(K) of the Act for an employer to fail to include in a posting on the premises, AND in an employee handbook, information concerning the rights of employees to:

- 1 - Be free from unlawful discrimination or sexual harassment in the workplace;
- 2 - File a charge of discrimination or sexual harassment; and
- 3 - Obtain certain reasonable accommodations such as those based on pregnancy and disability.

The required poster is available for download on the Illinois Department of Human Rights' website. The poster includes language suitable for inclusion in an employee handbook.

The poster also includes information on the Illinois Sexual Harassment and Discrimination Helpline, which provides additional resources and information.

Everyone has a right to be free from illegal discrimination and sexual harassment in the workplace and is protected from retaliation for reporting incidents of discrimination, participating in an investigation, or helping others exercise their rights.

IDHR can investigate charges of employment discrimination filed against an employer, public contractor, employment agency, labor organization or union.

For further information, contact IDHR at:  
Website: [www.illinois.gov/dhr](http://www.illinois.gov/dhr)

Chicago:  
James R. Thompson Center  
100 West Randolph Street, Suite 10-100  
Chicago, IL 60601  
(312) 814-6200  
(866) 740-3953 (TTY)  
(312) 814-6251 (Fax)

Springfield:  
535 W. Jefferson Street  
1st Floor  
Springfield, IL 62702  
(217) 785-5100  
(866) 740-3953 (TTY)  
(217) 785-5106 (Fax)

Illinois Sexual Harassment and Discrimination Helpline  
1-877-236-7703 or TTY: 711  
Monday to Friday, 8:30 a.m. to 5:00 p.m.  
[www.illinois.gov/sexualharassment](http://www.illinois.gov/sexualharassment)

