

# HB3697



## 103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

HB3697

Introduced 2/17/2023, by Rep. Camille Y. Lilly

### SYNOPSIS AS INTRODUCED:

820 ILCS 180/40

Amends the Victims' Economic Security and Safety Act. Provides that the notice to employees under the Act must include language encouraging employees to report to the employer the possibility of a domestic or intimate partner committing an act of violence at the workplace. Provides that the notice must be distributed to all employees on an annual basis.

LRB103 28986 SPS 55372 b

A BILL FOR

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Victims' Economic Security and Safety Act  
5 is amended by changing Section 40 as follows:

6 (820 ILCS 180/40)

7 Sec. 40. Notification.

8 (a) Every employer covered by this Act shall post and keep  
9 posted, in conspicuous places on the premises of the employer  
10 where notices to employees are customarily posted, a notice,  
11 to be prepared or approved by the Director of Labor,  
12 summarizing the requirements of this Act and information  
13 pertaining to the filing of a charge. The Director shall  
14 furnish copies of summaries and rules to employers upon  
15 request without charge. Any employer that fails to post the  
16 required notice may not rely on the provisions in subsection  
17 (b) of Section 20 to claim that the employee failed to inform  
18 the employer that she or he wanted or was eligible for leave  
19 under this Act.

20 (b) In addition to the requirements of subsection (a), the  
21 notice must contain the following language:

22 "This company and State law encourages employees who think  
23 they might be at risk of a domestic or intimate partner coming

1 to the workplace to commit an act of violence to share  
2 information with a supervisor, security personnel, human  
3 resources personnel, or other company representative about the  
4 potential risk, as State law requires the company to make all  
5 reasonable accommodations to protect the reporting employee  
6 and all employees from the risk of violence. State law  
7 protects all employees from any sort of discrimination or  
8 retaliation for informing the company about the potential risk  
9 of a domestic or intimate partner coming to the workplace,  
10 including firing or demotion."

11 The notice required under this subsection must also be  
12 distributed to all employees on an annual basis.

13 (Source: P.A. 96-635, eff. 8-24-09.)