



Rep. Daniel Didech

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10400HB1278ham001

LRB104 03137 SPS 23681 a

1 AMENDMENT TO HOUSE BILL 1278

2 AMENDMENT NO. \_\_\_\_\_. Amend House Bill 1278 by replacing  
3 everything after the enacting clause with the following:

4 "Section 5. The Victims' Economic Security and Safety Act  
5 is amended by adding Section 33 as follows:

6 (820 ILCS 180/33 new)

7 Sec. 33. Employees' personal use of employer-provided  
8 electronic devices.

9 (a) An employer shall not fail to hire, refuse to hire,  
10 discharge, constructively discharge, harass, discriminate with  
11 respect to compensation, terms, conditions, or privileges of  
12 employment, or retaliate against an employee in any form or  
13 manner because the employee used employer-issued equipment to  
14 record domestic violence, sexual violence, gender violence, or  
15 any other crime of violence committed against the employee or  
16 a family or household member of the employee.

1       (b) An employer shall not deprive an employee of  
2 employer-issued equipment solely because the employee used or  
3 attempted to use the employer-issued equipment to record  
4 domestic violence, sexual violence, gender violence, or any  
5 other crime of violence committed against the employee or a  
6 family or household member of the employee.

7       (c) An employer shall grant an employee access to any  
8 photographs, voice or video recordings, sound recordings, or  
9 any other digital documents or communications stored on an  
10 employer-issued device relating to domestic violence, sexual  
11 violence, gender violence, or any other crime of violence  
12 committed against the employee or a family or household member  
13 of the employee.

14       (d) Nothing in this Section prohibits an employer from  
15 complying with an investigation, court order, or subpoena for  
16 a device, information, data, or documents.

17       (e) Nothing in this Section shall be construed to relieve  
18 an employee of obligations to comply with an employer's  
19 reasonable employment policies or to perform the essential  
20 functions of employment."