

HB2471



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB2471

Introduced 2/4/2025, by Rep. Paul Jacobs

SYNOPSIS AS INTRODUCED:

5 ILCS 430/5-10.5

Amends the State Officials and Employees Ethics Act. Provides that any person who has successfully completed the training required under this Act is considered to have successfully completed similar training requirements for harassment and discrimination prevention that may be required for employment in Illinois or to receive a license from the State. This includes, but may not be limited to, the training required under the Illinois Human Rights Act.

LRB104 09507 JRC 19570 b

A BILL FOR

1 AN ACT concerning government.

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

4 Section 5. The State Officials and Employees Ethics Act is
5 amended by changing Section 5-10.5 as follows:

6 (5 ILCS 430/5-10.5)

7 Sec. 5-10.5. Harassment and discrimination prevention
8 training.

9 (a) Until 2020, each officer, member, and employee must
10 complete, at least annually, a sexual harassment training
11 program. A person who fills a vacancy in an elective or
12 appointed position that requires training under this Section
13 must complete his or her initial sexual harassment training
14 program within 30 days after commencement of his or her office
15 or employment. The training shall include, at a minimum, the
16 following: (i) the definition, and a description, of sexual
17 harassment utilizing examples; (ii) details on how an
18 individual can report an allegation of sexual harassment,
19 including options for making a confidential report to a
20 supervisor, ethics officer, Inspector General, or the
21 Department of Human Rights; (iii) the definition, and
22 description of, retaliation for reporting sexual harassment
23 allegations utilizing examples, including availability of

1 whistleblower protections under this Act, the Whistleblower
2 Act, and the Illinois Human Rights Act; and (iv) the
3 consequences of a violation of the prohibition on sexual
4 harassment and the consequences for knowingly making a false
5 report. Proof of completion must be submitted to the
6 applicable ethics officer. Sexual harassment training programs
7 shall be overseen by the appropriate Ethics Commission and
8 Inspector General appointed under this Act.

9 (a-5) Beginning in 2020, each officer, member, and
10 employee must complete, at least annually, a harassment and
11 discrimination prevention training program. A person who fills
12 a vacancy in an elective or appointed position that requires
13 training under this subsection must complete his or her
14 initial harassment and discrimination prevention training
15 program within 30 days after commencement of his or her office
16 or employment. The training shall include, at a minimum, the
17 following: (i) the definition and a description of sexual
18 harassment, unlawful discrimination, and harassment, including
19 examples of each; (ii) details on how an individual can report
20 an allegation of sexual harassment, unlawful discrimination,
21 or harassment, including options for making a confidential
22 report to a supervisor, ethics officer, Inspector General, or
23 the Department of Human Rights; (iii) the definition and
24 description of retaliation for reporting sexual harassment,
25 unlawful discrimination, or harassment allegations utilizing
26 examples, including availability of whistleblower protections

1 under this Act, the Whistleblower Act, and the Illinois Human
2 Rights Act; and (iv) the consequences of a violation of the
3 prohibition on sexual harassment, unlawful discrimination, and
4 harassment and the consequences for knowingly making a false
5 report. Proof of completion must be submitted to the
6 applicable ethics officer. Harassment and discrimination
7 training programs shall be overseen by the appropriate Ethics
8 Commission and Inspector General appointed under this Act.

9 For the purposes of this subsection, "unlawful
10 discrimination" and "harassment" refer to discrimination and
11 harassment prohibited under Section 2-102 of the Illinois
12 Human Rights Act.

13 (a-10) Any person who has successfully completed the
14 training required under this Act is considered to have
15 successfully completed the training requirements for
16 harassment and discrimination prevention that may be required
17 for employment in Illinois or to receive a license from the
18 State. This includes, but may not be limited to, the training
19 required under the Illinois Human Rights Act.

20 (b) Each ultimate jurisdictional authority shall submit to
21 the applicable Ethics Commission, at least annually, or more
22 frequently as required by that Commission, a report that
23 summarizes the harassment and discrimination prevention
24 training program that was completed during the previous year,
25 and lays out the plan for the training program in the coming
26 year. The report shall include the names of individuals that

1 failed to complete the required training program. Each Ethics
2 Commission shall make the reports available on its website.

3 (Source: P.A. 100-554, eff. 11-16-17; 101-221, eff. 8-9-19;
4 101-617, eff. 12-20-19.)