



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB3252

Introduced 2/18/2025, by Rep. Janet Yang Rohr

SYNOPSIS AS INTRODUCED:

105 ILCS 5/27-23.14

Amends the School Code. Provides that a school district that maintains any of grades 9 through 12 and offers school facilitated employment, career pathways, or internship experiences shall provide to students participating in the program (rather than may include in its high school curriculum): (1) instruction on workplace preparation that covers legal protections in the workplace; and (2) protection against sexual harassment and racial and other forms of discrimination.

LRB104 09177 LNS 19233 b

1 AN ACT concerning education.

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

4 Section 5. The School Code is amended by changing Section
5 27-23.14 as follows:

6 (105 ILCS 5/27-23.14)

7 Sec. 27-23.14. Workplace preparation course. A school
8 district that maintains any of grades 9 through 12 and offers
9 school facilitated employment, career pathways, or internship
10 experiences shall provide to students participating in this
11 program: ~~may include in its high school curriculum a unit of~~

12 (1) instruction on workplace preparation that covers
13 legal protections in the workplace, including
14 discrimination on the basis of race, color, religion, sex,
15 sexual orientation, gender identity, national origin,
16 disability, or status as a protected veteran; and

17 (2) protection against sexual harassment and racial
18 and other forms of discrimination, including, but not
19 limited to, pay gaps, lack of institutional support or
20 resources, and exclusion from executive or leadership
21 positions ~~and other protections for employees.~~

22 A school board may determine the minimum amount of
23 instruction time that qualifies as a unit of instruction under

1 this Section.

2 (Source: P.A. 101-347, eff. 1-1-20; 102-558, eff. 8-20-21.)