



Rep. Will Guzzardi

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10400HB3582ham002

LRB104 09707 JRC 24888 a

1 AMENDMENT TO HOUSE BILL 3582

2 AMENDMENT NO. _____. Amend House Bill 3582, AS AMENDED,
3 by replacing everything after the enacting clause with the
4 following:

5 "Section 5. The Illinois Human Rights Act is amended by
6 adding Section 2-103.5 as follows:

7 (775 ILCS 5/2-103.5 new)

8 Sec. 2-103.5. Criteria or methods. It is a civil rights
9 violation for any employer, employment agency, or labor
10 organization to use criteria or methods in any act, as set
11 forth in this Article, that have the effect of subjecting
12 individuals to unlawful discrimination or discrimination based
13 on citizenship status, family responsibilities, work
14 authorization status, arrest record, or conviction record.
15 Such criteria or methods are unlawful under this Section if
16 they are not justified by business necessity, which shall be

1 substantial, legitimate, and non-discriminatory; or if the
2 business necessity could be served by another practice that
3 has a less discriminatory effect."