

1 AN ACT concerning civil law.

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

4 Section 1. This Act may be referred to as the Illinois
5 Menopause Equity and Care Act.

6 Section 3. Legislative purpose and intent. The purpose of
7 this Act is to improve awareness, understanding, and quality
8 of care for individuals experiencing menopause. This Act
9 encourages voluntary professional education and promotes
10 equitable, patient-based care throughout Illinois. This Act
11 also recognizes menopause-related conditions as a factor for
12 consideration under workplace protections and health equity
13 initiatives.

14 Section 5. The Department of Public Health Powers and
15 Duties Law of the Civil Administrative Code of Illinois is
16 amended by adding Section 2310-750 as follows:

17 (20 ILCS 2310/2310-750 new)

18 Sec. 2310-750. Menopause-related conditions awareness.

19 (a) The Department of Public Health must develop and make
20 publicly available educational materials regarding menopause
21 and perimenopause.

1 (b) The materials shall include, but are not limited to:

2 (1) common symptoms;

3 (2) evidence-based treatment options; and

4 (3) patient rights and available resources.

5 (c) The Department shall make materials available on its
6 website and may disseminate the materials through public
7 outreach efforts.

8 (d) The Department may designate and promote an annual
9 Menopause Awareness Week.

10 Section 10. The Illinois Insurance Code is amended by
11 adding Section 356g.5-5 as follows:

12 (215 ILCS 5/356g.5-5 new)

13 Sec. 356g.5-5. Menopause-related conditions.

14 (a) Any individual or group plan of accident or health
15 insurance amended, delivered, issued, or renewed on or after
16 January 1, 2028, shall provide coverage for medically
17 necessary evaluation and treatment of menopause and
18 perimenopause conditions as determined by a licensed health
19 care provider in accordance with current evidence-based
20 guidelines.

21 (b) Covered treatment shall include, but is not limited
22 to: (i) hormone therapy; (ii) non-hormonal therapies for
23 vasomotor symptoms; (iii) medications for menopause-related
24 osteoporosis; or (iv) other treatments as recommended by a

1 licensed health care provider.

2 (c) Insurers may voluntarily report menopause-related
3 claims to the Department of Insurance for policy analysis.

4 Section 15. The Medical Practice Act of 1987 is amended by
5 changing Section 20 as follows:

6 (225 ILCS 60/20) (from Ch. 111, par. 4400-20)

7 (Section scheduled to be repealed on January 1, 2027)

8 Sec. 20. Continuing education. The Department shall
9 promulgate rules of continuing education for persons licensed
10 under this Act that require an average of 50 hours of
11 continuing education per license year. These rules shall be
12 consistent with requirements of relevant professional
13 associations, specialty societies, or boards. The rules shall
14 also address variances in part or in whole for good cause,
15 including, but not limited to, temporary illness or hardship.
16 In establishing these rules, the Department shall consider
17 educational requirements for medical staffs, requirements for
18 specialty society board certification or for continuing
19 education requirements as a condition of membership in
20 societies representing the 2 categories of licensee under this
21 Act. These rules shall assure that licensees are given the
22 opportunity to participate in those programs sponsored by or
23 through their professional associations or hospitals which are
24 relevant to their practice. Each licensee is responsible for

1 maintaining records of completion of continuing education and
2 shall be prepared to produce the records when requested by the
3 Department.

4 The Department of Public Health may make voluntary
5 educational resources on evidence-based practices for managing
6 menopause available to support clinicians in providing
7 patient-based care. Participation in these resources is
8 entirely voluntary and is not required for licensure,
9 certification, or professional compliance.

10 (Source: P.A. 97-622, eff. 11-23-11.)

11 Section 20. The Illinois Human Rights Act is amended by
12 changing Section 1-103 as follows:

13 (775 ILCS 5/1-103) (from Ch. 68, par. 1-103)

14 Sec. 1-103. General definitions. When used in this Act,
15 unless the context requires otherwise, the term:

16 (A) Age. "Age" means the chronological age of a person who
17 is at least 40 years old, except with regard to any practice
18 described in Section 2-102, insofar as that practice concerns
19 training or apprenticeship programs. In the case of training
20 or apprenticeship programs, for the purposes of Section 2-102,
21 "age" means the chronological age of a person who is 18 but not
22 yet 40 years old.

23 (B) Aggrieved party. "Aggrieved party" means a person who
24 is alleged or proved to have been injured by a civil rights

1 violation or believes he or she will be injured by a civil
2 rights violation under Article 3 that is about to occur.

3 (B-5) Arrest record. "Arrest record" means:

4 (1) an arrest not leading to a conviction;

5 (2) a juvenile record; or

6 (3) criminal history record information ordered
7 expunged, sealed, or impounded under Section 5.2 of the
8 Criminal Identification Act.

9 (C) Charge. "Charge" means an allegation filed with the
10 Department by an aggrieved party or initiated by the
11 Department under its authority.

12 (D) Civil rights violation. "Civil rights violation"
13 includes and shall be limited to only those specific acts set
14 forth in Sections 2-102, 2-103, 2-105, 3-102, 3-102.1, 3-103,
15 3-102.10, 3-104.1, 3-105, 3-105.1, 4-102, 4-103, 5-102,
16 5A-102, 6-101, 6-101.5, and 6-102 of this Act.

17 (E) Commission. "Commission" means the Human Rights
18 Commission created by this Act.

19 (F) Complaint. "Complaint" means the formal pleading filed
20 by the Department with the Commission following an
21 investigation and finding of substantial evidence of a civil
22 rights violation.

23 (G) Complainant. "Complainant" means a person including
24 the Department who files a charge of civil rights violation
25 with the Department or the Commission.

26 (G-5) Conviction record. "Conviction record" means

1 information indicating that a person has been convicted of a
2 felony, misdemeanor or other criminal offense, placed on
3 probation, fined, imprisoned, or paroled pursuant to any law
4 enforcement or military authority.

5 (H) Department. "Department" means the Department of Human
6 Rights created by this Act.

7 (I) Disability.

8 (1) "Disability" means a determinable physical or mental
9 characteristic of a person, including, but not limited to, a
10 determinable physical characteristic which necessitates the
11 person's use of a guide, hearing or support dog, the history of
12 such characteristic, or the perception of such characteristic
13 by the person complained against, which may result from
14 disease, injury, congenital condition of birth or functional
15 disorder and which characteristic:

16 (a) For purposes of Article 2, is unrelated to the
17 person's ability to perform the duties of a particular job
18 or position and, pursuant to Section 2-104 of this Act, a
19 person's illegal use of drugs or alcohol is not a
20 disability;

21 (b) For purposes of Article 3, is unrelated to the
22 person's ability to acquire, rent, or maintain a housing
23 accommodation;

24 (c) For purposes of Article 4, is unrelated to a
25 person's ability to repay;

26 (d) For purposes of Article 5, is unrelated to a

1 person's ability to utilize and benefit from a place of
2 public accommodation;

3 (e) For purposes of Article 5, also includes any
4 mental, psychological, or developmental disability,
5 including autism spectrum disorders.

6 (2) Discrimination based on disability includes unlawful
7 discrimination against an individual because of the
8 individual's association with a person with a disability.

9 (J) Marital status. "Marital status" means the legal
10 status of being married, single, separated, divorced, or
11 widowed.

12 (J-5) Menopause-related condition. "Menopause-related
13 condition" means perimenopause, menopause, and associated
14 medical or symptomatic conditions that include, but are not
15 limited to, vasomotor symptoms, sleep disruption, cognitive or
16 mood changes, and osteoporosis-related changes.

17 (J-1) Military status. "Military status" means a person's
18 status on active duty in or status as a veteran of the armed
19 forces of the United States, status as a current member or
20 veteran of any reserve component of the armed forces of the
21 United States, including the United States Army Reserve,
22 United States Marine Corps Reserve, United States Navy
23 Reserve, United States Air Force Reserve, and United States
24 Coast Guard Reserve, or status as a current member or veteran
25 of the Illinois Army National Guard or Illinois Air National
26 Guard.

1 (K) National origin. "National origin" means the place in
2 which a person or one of his or her ancestors was born.

3 (K-5) "Order of protection status" means a person's status
4 as being a person protected under an order of protection
5 issued pursuant to the Illinois Domestic Violence Act of 1986,
6 Article 112A of the Code of Criminal Procedure of 1963, the
7 Stalking No Contact Order Act, or the Civil No Contact Order
8 Act, or an order of protection issued by a court of another
9 state.

10 (L) Person. "Person" includes one or more individuals,
11 partnerships, associations or organizations, labor
12 organizations, labor unions, joint apprenticeship committees,
13 or union labor associations, corporations, the State of
14 Illinois and its instrumentalities, political subdivisions,
15 units of local government, legal representatives, trustees in
16 bankruptcy or receivers.

17 (L-5) Pregnancy. "Pregnancy" means pregnancy, childbirth,
18 or medical or common conditions related to pregnancy or
19 childbirth.

20 (M) Public contract. "Public contract" includes every
21 contract to which the State, any of its political
22 subdivisions, or any municipal corporation is a party.

23 (M-5) Race. "Race" includes traits associated with race,
24 including, but not limited to, hair texture and protective
25 hairstyles such as braids, locks, and twists.

26 (N) Religion. "Religion" includes all aspects of religious

1 observance and practice, as well as belief, except that with
2 respect to employers, for the purposes of Article 2,
3 "religion" has the meaning ascribed to it in paragraph (F) of
4 Section 2-101.

5 (O) Sex. "Sex" means the status of being male or female.

6 (O-1) Sexual orientation. "Sexual orientation" means
7 actual or perceived heterosexuality, homosexuality,
8 bisexuality, or gender-related identity, whether or not
9 traditionally associated with the person's designated sex at
10 birth. "Sexual orientation" does not include a physical or
11 sexual attraction to a minor by an adult.

12 (O-2) Reproductive Health Decisions. "Reproductive Health
13 Decisions" means a person's decisions regarding the person's
14 use of: contraception; fertility or sterilization care;
15 assisted reproductive technologies; miscarriage management
16 care; healthcare related to the continuation or termination of
17 pregnancy; or prenatal, intranatal, or postnatal care.

18 (O-5) Source of income. "Source of income" means the
19 lawful manner by which an individual supports himself or
20 herself and his or her dependents.

21 (P) Unfavorable military discharge. "Unfavorable military
22 discharge" includes discharges from the Armed Forces of the
23 United States, their Reserve components, or any National Guard
24 or Naval Militia which are classified as RE-3 or the
25 equivalent thereof, but does not include those characterized
26 as RE-4 or "Dishonorable".

1 (Q) Unlawful discrimination. "Unlawful discrimination"
2 means discrimination against a person because of his or her
3 actual or perceived: race, color, religion, national origin,
4 ancestry, age, sex, marital status, order of protection
5 status, disability, military status, sexual orientation,
6 pregnancy, menopause-related condition, reproductive health
7 decisions, or unfavorable discharge from military service as
8 those terms are defined in this Section.

9 (Source: P.A. 102-362, eff. 1-1-22; 102-419, eff. 1-1-22;
10 102-558, eff. 8-20-21; 102-813, eff. 5-13-22; 102-896, eff.
11 1-1-23; 102-1102, eff. 1-1-23; 103-154, eff. 6-30-23; 103-785,
12 eff. 1-1-25.)

13 Section 25. The Illinois Human Rights Act is amended by
14 changing Section 2-102 as follows:

15 (775 ILCS 5/2-102)

16 Sec. 2-102. Civil rights violations; employment. It is a
17 civil rights violation:

18 (A) Employers. For any employer to refuse to hire, to
19 segregate, to engage in harassment as defined in
20 subsection (E-1) of Section 2-101, or to act with respect
21 to recruitment, hiring, promotion, renewal of employment,
22 selection for training or apprenticeship, discharge,
23 discipline, tenure or terms, privileges or conditions of
24 employment on the basis of unlawful discrimination,

1 citizenship status, work authorization status, or family
2 responsibilities. An employer is responsible for
3 harassment by the employer's nonmanagerial and
4 nonsupervisory employees only if the employer becomes
5 aware of the conduct and fails to take reasonable
6 corrective measures.

7 (A-5) Language. For an employer to impose a
8 restriction that has the effect of prohibiting a language
9 from being spoken by an employee in communications that
10 are unrelated to the employee's duties.

11 For the purposes of this subdivision (A-5), "language"
12 means a person's native tongue, such as Polish, Spanish,
13 or Chinese. "Language" does not include such things as
14 slang, jargon, profanity, or vulgarity.

15 (A-10) Harassment of nonemployees. For any employer,
16 employment agency, or labor organization to engage in
17 harassment of nonemployees in the workplace. An employer
18 is responsible for harassment of nonemployees by the
19 employer's nonmanagerial and nonsupervisory employees only
20 if the employer becomes aware of the conduct and fails to
21 take reasonable corrective measures. For the purposes of
22 this subdivision (A-10), "nonemployee" means a person who
23 is not otherwise an employee of the employer and is
24 directly performing services for the employer pursuant to
25 a contract with that employer. "Nonemployee" includes
26 contractors and consultants. This subdivision applies to

1 harassment occurring on or after January 1, 2020 (the
2 effective date of Public Act 101-221).

3 (B) Employment agency. For any employment agency to
4 fail or refuse to classify properly, accept applications
5 and register for employment referral or apprenticeship
6 referral, refer for employment, or refer for
7 apprenticeship on the basis of unlawful discrimination,
8 citizenship status, work authorization status, or family
9 responsibilities or to accept from any person any job
10 order, requisition or request for referral of applicants
11 for employment or apprenticeship which makes or has the
12 effect of making unlawful discrimination or discrimination
13 on the basis of citizenship status, work authorization
14 status, or family responsibilities a condition of
15 referral.

16 (C) Labor organization. For any labor organization to
17 limit, segregate or classify its membership, or to limit
18 employment opportunities, selection and training for
19 apprenticeship in any trade or craft, or otherwise to
20 take, or fail to take, any action which affects adversely
21 any person's status as an employee or as an applicant for
22 employment or as an apprentice, or as an applicant for
23 apprenticeships, or wages, tenure, hours of employment or
24 apprenticeship conditions on the basis of unlawful
25 discrimination, citizenship status, work authorization
26 status, or family responsibilities.

1 (D) Sexual harassment. For any employer, employee,
2 agent of any employer, employment agency or labor
3 organization to engage in sexual harassment; provided,
4 that an employer shall be responsible for sexual
5 harassment of the employer's employees by nonemployees or
6 nonmanagerial and nonsupervisory employees only if the
7 employer becomes aware of the conduct and fails to take
8 reasonable corrective measures.

9 (D-5) Sexual harassment of nonemployees. For any
10 employer, employee, agent of any employer, employment
11 agency, or labor organization to engage in sexual
12 harassment of nonemployees in the workplace. An employer
13 is responsible for sexual harassment of nonemployees by
14 the employer's nonmanagerial and nonsupervisory employees
15 only if the employer becomes aware of the conduct and
16 fails to take reasonable corrective measures. For the
17 purposes of this subdivision (D-5), "nonemployee" means a
18 person who is not otherwise an employee of the employer
19 and is directly performing services for the employer
20 pursuant to a contract with that employer. "Nonemployee"
21 includes contractors and consultants. This subdivision
22 applies to sexual harassment occurring on or after January
23 1, 2020 (the effective date of Public Act 101-221).

24 (E) Public employers. For any public employer to
25 refuse to permit a public employee under its jurisdiction
26 who takes time off from work in order to practice his or

1 her religious beliefs to engage in work, during hours
2 other than such employee's regular working hours,
3 consistent with the operational needs of the employer and
4 in order to compensate for work time lost for such
5 religious reasons. Any employee who elects such deferred
6 work shall be compensated at the wage rate which he or she
7 would have earned during the originally scheduled work
8 period. The employer may require that an employee who
9 plans to take time off from work in order to practice his
10 or her religious beliefs provide the employer with a
11 notice of his or her intention to be absent from work not
12 exceeding 5 days prior to the date of absence.

13 (E-5) Religious discrimination. For any employer to
14 impose upon a person as a condition of obtaining or
15 retaining employment, including opportunities for
16 promotion, advancement, or transfer, any terms or
17 conditions that would require such person to violate or
18 forgo a sincerely held practice of his or her religion
19 including, but not limited to, the wearing of any attire,
20 clothing, or facial hair in accordance with the
21 requirements of his or her religion, unless, after
22 engaging in a bona fide effort, the employer demonstrates
23 that it is unable to reasonably accommodate the employee's
24 or prospective employee's sincerely held religious belief,
25 practice, or observance without undue hardship on the
26 conduct of the employer's business.

1 Nothing in this Section prohibits an employer from
2 enacting a dress code or grooming policy that may include
3 restrictions on attire, clothing, or facial hair to
4 maintain workplace safety or food sanitation.

5 (F) Training and apprenticeship programs. For any
6 employer, employment agency or labor organization to
7 discriminate against a person on the basis of age in the
8 selection, referral for or conduct of apprenticeship or
9 training programs.

10 (G) Immigration-related practices.

11 (1) for an employer to request for purposes of
12 satisfying the requirements of Section 1324a(b) of
13 Title 8 of the United States Code, as now or hereafter
14 amended, more or different documents than are required
15 under such Section or to refuse to honor documents
16 tendered that on their face reasonably appear to be
17 genuine or to refuse to honor work authorization based
18 upon the specific status or term of status that
19 accompanies the authorization to work; or

20 (2) for an employer participating in the E-Verify
21 Program, as authorized by 8 U.S.C. 1324a, Notes, Pilot
22 Programs for Employment Eligibility Confirmation
23 (enacted by PL 104-208, div. C title IV, subtitle A) to
24 refuse to hire, to segregate, or to act with respect to
25 recruitment, hiring, promotion, renewal of employment,
26 selection for training or apprenticeship, discharge,

1 discipline, tenure or terms, privileges or conditions
2 of employment without following the procedures under
3 the E-Verify Program.

4 (H) (Blank).

5 (I) Pregnancy. For an employer to refuse to hire, to
6 segregate, or to act with respect to recruitment, hiring,
7 promotion, renewal of employment, selection for training
8 or apprenticeship, discharge, discipline, tenure or terms,
9 privileges or conditions of employment on the basis of
10 pregnancy, childbirth, or medical or common conditions
11 related to pregnancy or childbirth. Women affected by
12 pregnancy, childbirth, or medical or common conditions
13 related to pregnancy or childbirth shall be treated the
14 same for all employment-related purposes, including
15 receipt of benefits under fringe benefit programs, as
16 other persons not so affected but similar in their ability
17 or inability to work, regardless of the source of the
18 inability to work or employment classification or status.

19 (J) Pregnancy; reasonable accommodations.

20 (1) If after a job applicant or employee,
21 including a part-time, full-time, or probationary
22 employee, requests a reasonable accommodation, for an
23 employer to not make reasonable accommodations for any
24 medical or common condition of a job applicant or
25 employee related to pregnancy or childbirth, unless
26 the employer can demonstrate that the accommodation

1 would impose an undue hardship on the ordinary
2 operation of the business of the employer. The
3 employer may request documentation from the employee's
4 health care provider concerning the need for the
5 requested reasonable accommodation or accommodations
6 to the same extent documentation is requested for
7 conditions related to disability if the employer's
8 request for documentation is job-related and
9 consistent with business necessity. The employer may
10 require only the medical justification for the
11 requested accommodation or accommodations, a
12 description of the reasonable accommodation or
13 accommodations medically advisable, the date the
14 reasonable accommodation or accommodations became
15 medically advisable, and the probable duration of the
16 reasonable accommodation or accommodations. It is the
17 duty of the individual seeking a reasonable
18 accommodation or accommodations to submit to the
19 employer any documentation that is requested in
20 accordance with this paragraph. Notwithstanding the
21 provisions of this paragraph, the employer may require
22 documentation by the employee's health care provider
23 to determine compliance with other laws. The employee
24 and employer shall engage in a timely, good faith, and
25 meaningful exchange to determine effective reasonable
26 accommodations.

1 (2) For an employer to deny employment
2 opportunities or benefits to or take adverse action
3 against an otherwise qualified job applicant or
4 employee, including a part-time, full-time, or
5 probationary employee, if the denial or adverse action
6 is based on the need of the employer to make reasonable
7 accommodations to the known medical or common
8 conditions related to the pregnancy or childbirth of
9 the applicant or employee.

10 (3) For an employer to require a job applicant or
11 employee, including a part-time, full-time, or
12 probationary employee, affected by pregnancy,
13 childbirth, or medical or common conditions related to
14 pregnancy or childbirth to accept an accommodation
15 when the applicant or employee did not request an
16 accommodation and the applicant or employee chooses
17 not to accept the employer's accommodation.

18 (4) For an employer to require an employee,
19 including a part-time, full-time, or probationary
20 employee, to take leave under any leave law or policy
21 of the employer if another reasonable accommodation
22 can be provided to the known medical or common
23 conditions related to the pregnancy or childbirth of
24 an employee. No employer shall fail or refuse to
25 reinstate the employee affected by pregnancy,
26 childbirth, or medical or common conditions related to

1 pregnancy or childbirth to her original job or to an
2 equivalent position with equivalent pay and
3 accumulated seniority, retirement, fringe benefits,
4 and other applicable service credits upon her
5 signifying her intent to return or when her need for
6 reasonable accommodation ceases, unless the employer
7 can demonstrate that the accommodation would impose an
8 undue hardship on the ordinary operation of the
9 business of the employer.

10 For the purposes of this subdivision (J), "reasonable
11 accommodations" means reasonable modifications or
12 adjustments to the job application process or work
13 environment, or to the manner or circumstances under which
14 the position desired or held is customarily performed,
15 that enable an applicant or employee affected by
16 pregnancy, childbirth, or medical or common conditions
17 related to pregnancy or childbirth to be considered for
18 the position the applicant desires or to perform the
19 essential functions of that position, and may include, but
20 is not limited to: more frequent or longer bathroom
21 breaks, breaks for increased water intake, and breaks for
22 periodic rest; private non-bathroom space for expressing
23 breast milk and breastfeeding; seating; assistance with
24 manual labor; light duty; temporary transfer to a less
25 strenuous or hazardous position; the provision of an
26 accessible worksite; acquisition or modification of

1 equipment; job restructuring; a part-time or modified work
2 schedule; appropriate adjustment or modifications of
3 examinations, training materials, or policies;
4 reassignment to a vacant position; time off to recover
5 from conditions related to childbirth; and leave
6 necessitated by pregnancy, childbirth, or medical or
7 common conditions resulting from pregnancy or childbirth.

8 For the purposes of this subdivision (J), "undue
9 hardship" means an action that is prohibitively expensive
10 or disruptive when considered in light of the following
11 factors: (i) the nature and cost of the accommodation
12 needed; (ii) the overall financial resources of the
13 facility or facilities involved in the provision of the
14 reasonable accommodation, the number of persons employed
15 at the facility, the effect on expenses and resources, or
16 the impact otherwise of the accommodation upon the
17 operation of the facility; (iii) the overall financial
18 resources of the employer, the overall size of the
19 business of the employer with respect to the number of its
20 employees, and the number, type, and location of its
21 facilities; and (iv) the type of operation or operations
22 of the employer, including the composition, structure, and
23 functions of the workforce of the employer, the geographic
24 separateness, administrative, or fiscal relationship of
25 the facility or facilities in question to the employer.
26 The employer has the burden of proving undue hardship. The

1 fact that the employer provides or would be required to
2 provide a similar accommodation to similarly situated
3 employees creates a rebuttable presumption that the
4 accommodation does not impose an undue hardship on the
5 employer.

6 No employer is required by this subdivision (J) to
7 create additional employment that the employer would not
8 otherwise have created, unless the employer does so or
9 would do so for other classes of employees who need
10 accommodation. The employer is not required to discharge
11 any employee, transfer any employee with more seniority,
12 or promote any employee who is not qualified to perform
13 the job, unless the employer does so or would do so to
14 accommodate other classes of employees who need it.

15 (J-1) Menopause-related condition. For an employer to
16 discriminate in any way or refuse or fail to provide
17 reasonable accommodations for an employee because of a
18 menopause-related condition is a civil rights violation
19 under this Act. Reasonable accommodations may include, but
20 are not limited to, flexible scheduling or modified work
21 hours; temperature control or climate-adjusted workspace;
22 private spaces for rest or symptom management; remote work
23 options; and light-duty assignments if safe and feasible.
24 Employers must engage in a timely, good-faith interactive
25 process with employees who request accommodations under
26 this subsection. Employers must post notices of the rights

1 provided in this subsection and provide them to employees
2 on beginning employment or on request.

3 (K) Notice.

4 (1) For an employer to fail to post or keep posted
5 in a conspicuous location on the premises of the
6 employer where notices to employees are customarily
7 posted, or fail to include in any employee handbook
8 information concerning an employee's rights under this
9 Article, a notice, to be prepared or approved by the
10 Department, summarizing the requirements of this
11 Article and information pertaining to the filing of a
12 charge, including the right to be free from unlawful
13 discrimination, the right to be free from sexual
14 harassment, and the right to certain reasonable
15 accommodations. The Department shall make the
16 documents required under this paragraph available for
17 retrieval from the Department's website.

18 (2) Upon notification of a violation of paragraph
19 (1) of this subdivision (K), the Department may launch
20 a preliminary investigation. If the Department finds a
21 violation, the Department may issue a notice to show
22 cause giving the employer 30 days to correct the
23 violation. If the violation is not corrected, the
24 Department may initiate a charge of a civil rights
25 violation.

26 (L) Use of artificial intelligence.

1 (1) With respect to recruitment, hiring,
2 promotion, renewal of employment, selection for
3 training or apprenticeship, discharge, discipline,
4 tenure, or the terms, privileges, or conditions of
5 employment, for an employer to use artificial
6 intelligence that has the effect of subjecting
7 employees to discrimination on the basis of protected
8 classes under this Article or to use zip codes as a
9 proxy for protected classes under this Article.

10 (2) For an employer to fail to provide notice to an
11 employee that the employer is using artificial
12 intelligence for the purposes described in paragraph
13 (1).

14 The Department shall adopt any rules necessary for the
15 implementation and enforcement of this subdivision,
16 including, but not limited to, rules on the circumstances
17 and conditions that require notice, the time period for
18 providing notice, and the means for providing notice.

19 (Source: P.A. 103-797, eff. 1-1-25; 103-804, eff. 1-1-26;
20 104-417, eff. 8-15-25.)

21 Section 97. Severability. The provisions of this Act are
22 severable under Section 1.31 of the Statute on Statutes.