**Section 750.110 General**

a) No public contractor or subcontractor shall discriminate or permit discrimination against any applicant for employment, or in the terms or conditions of employment of any employee, or in connection with any apprenticeship or other training program, because of race, color, religion, sex, marital status, order of protection status, national origin or ancestry, citizenship status, age, physical or mental disability unrelated to ability, sexual orientation, military status or unfavorable discharge from military service.

b) Each public contractor and subcontractor shall examine all its job classifications to determine if minority persons or women are underutilized in any classifications (see Section 750.120 of this Part). If underutilization exists in any job classification, the contractor or subcontractor shall take appropriate affirmative action to rectify any underutilization.

c) If a public contractor or subcontractor hires additional employees in order to perform any contract or portion of a contract, it will determine the availability (see Section 750.120 of this Part) of minorities and women in the areas from which it may reasonably recruit and will hire for each job classification in a way that minorities and women are not underutilized.

(Source: Amended at 35 Ill. Reg. 3695, effective February 18, 2011)