**Section 750.150 Recruitment of Employees**

In all solicitations or advertisements for employees placed by it or on its behalf, each public contractor and subcontractor shall state that all applicants will be afforded equal employment opportunity without discrimination because of race, color, religion, sex, marital status, national origin or ancestry, citizenship status, age, physical or mental disability unrelated to ability, sexual orientation, military status, order of protection status or unfavorable discharge from military service. Public contractors and subcontractors shall also advise in writing their personnel, their employee referral sources, and any labor organizations or representatives with which they have collective bargaining or other agreements or understandings of the public contractor's or subcontractor's obligations under the Act, this Part and any affirmative action plan. If any labor organization with which a public contractor or subcontractor has an exclusive hiring or referral arrangement fails or refuses to refer minority or female applicants to the public contractor or subcontractor in numbers sufficient for it to meet its obligations under this Part and any affirmative action plan, the public contractor or subcontractor shall solicit and employ minority or female applicants from other sources. It shall be no excuse that the labor organization with which the public contractor or subcontractor has such an agreement failed to refer sufficient minority or female employees.

(Source: Amended at 37 Ill. Reg. 5706, effective July 1, 2013)