**Section 200.470 Prohibition on Retaliation**

a) *It is unlawful for any employer to threaten to take or to take any adverse action against an employee because the employee does one or more of the following:*

1) *exercises a right or attempts to exercise a right under the Act or this Part;*

2) *opposes practices which the employee believes to be in violation of the Act or this Part; or*

3) *supports the exercise of rights of another employee of the same employer under the Act or this Part.* [820 ILCS 192/25]

b) *It is unlawful for any employer to consider the use of paid leave by an employee as a factor in any employment action that involves recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure or terms, privileges or conditions of employment evaluation, or counting paid leave under a no-fault attendance policy.* [820 ILCS 192/25]

c) It is unlawful for an employer to take adverse employment action, including but not limited to, penalizing or disciplining an employee under an attendance point system or equivalent attendance scoring or tracking system when an employee exercises his or her rights under the Act or this Part.