**Section 325.240 IDHR Investigation**

a) IDHR will conduct its investigation pursuant to IHRA Sections 7A-102(A) and (B) through (G) and its 56 Ill. Adm. Code 2520.

b) IDHR will determine whether there is substantial evidence of a violation of the IHRA as to the IDHR Charge of Discrimination. IDHR's findings will be processed according to IHRA Sections 7A-102(D) through (G). IDHR's findings as to the IDHR Charge of Discrimination are not a finding on the EPA Complaint and shall not preclude IDOL from rendering any findings of fact or law it deems appropriate on the EPA Complaint under the EPA.

c) At least 10 calendar days prior to issuance of IDHR's investigation report to the parties, IDHR will provide a copy of the report to IDOL. IDOL may review IDHR's investigation file and any other evidence obtained by IDHR or IDOL to assist IDOL in making its determination under the EPA.

d) IDOL shall not have the authority to review IDHR's findings as to the IDHR Charge of Discrimination.