**Section 5220.600 Undocumented Workers**

The Illinois Human Rights Act does not require an employer, employment agency or labor organization to employ any individual who is not able to lawfully work in the United States. The protections of the Act will, however, extend to all individuals, regardless of their ability to work lawfully in the United States. Accordingly, individuals who are not able to lawfully work in the United States will be allowed to file charges with the Illinois Department of Human Rights ("The Department"), and said charges will be processed in accordance with the law.