

1 AN ACT concerning human rights.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Illinois Human Rights Act is amended by  
5 changing Section 2-102 as follows:

6 (775 ILCS 5/2-102) (from Ch. 68, par. 2-102)

7 Sec. 2-102. Civil Rights Violations - Employment. It is a  
8 civil rights violation:

9 (A) Employers. For any employer to refuse to hire, to  
10 segregate, or to act with respect to recruitment, hiring,  
11 promotion, renewal of employment, selection for training or  
12 apprenticeship, discharge, discipline, tenure or terms,  
13 privileges or conditions of employment on the basis of unlawful  
14 discrimination or citizenship status.

15 (A-5) Language. For an employer to impose a restriction  
16 that has the effect of prohibiting a language from being spoken  
17 by an employee in communications that are unrelated to the  
18 employee's duties.

19 For the purposes of this subdivision (A-5), "language"  
20 means a person's native tongue, such as Polish, Spanish, or  
21 Chinese. "Language" does not include such things as slang,  
22 jargon, profanity, or vulgarity.

23 (B) Employment Agency. For any employment agency to fail or

1 refuse to classify properly, accept applications and register  
2 for employment referral or apprenticeship referral, refer for  
3 employment, or refer for apprenticeship on the basis of  
4 unlawful discrimination or citizenship status or to accept from  
5 any person any job order, requisition or request for referral  
6 of applicants for employment or apprenticeship which makes or  
7 has the effect of making unlawful discrimination or  
8 discrimination on the basis of citizenship status a condition  
9 of referral.

10 (C) Labor Organization. For any labor organization to  
11 limit, segregate or classify its membership, or to limit  
12 employment opportunities, selection and training for  
13 apprenticeship in any trade or craft, or otherwise to take, or  
14 fail to take, any action which affects adversely any person's  
15 status as an employee or as an applicant for employment or as  
16 an apprentice, or as an applicant for apprenticeships, or  
17 wages, tenure, hours of employment or apprenticeship  
18 conditions on the basis of unlawful discrimination or  
19 citizenship status.

20 (D) Sexual Harassment. For any employer, employee, agent of  
21 any employer, employment agency or labor organization to engage  
22 in sexual harassment; provided, that an employer shall be  
23 responsible for sexual harassment of the employer's employees  
24 by nonemployees or nonmanagerial and nonsupervisory employees  
25 only if the employer becomes aware of the conduct and fails to  
26 take reasonable corrective measures.

1           (E) Public Employers. For any public employer to refuse to  
2 permit a public employee under its jurisdiction who takes time  
3 off from work in order to practice his or her religious beliefs  
4 to engage in work, during hours other than such employee's  
5 regular working hours, consistent with the operational needs of  
6 the employer and in order to compensate for work time lost for  
7 such religious reasons. Any employee who elects such deferred  
8 work shall be compensated at the wage rate which he or she  
9 would have earned during the originally scheduled work period.  
10 The employer may require that an employee who plans to take  
11 time off from work in order to practice his or her religious  
12 beliefs provide the employer with a notice of his or her  
13 intention to be absent from work not exceeding 5 days prior to  
14 the date of absence.

15           (F) Training and Apprenticeship Programs. For any  
16 employer, employment agency or labor organization to  
17 discriminate against a person on the basis of age in the  
18 selection, referral for or conduct of apprenticeship or  
19 training programs.

20           (G) Immigration-Related Practices. For an employer to  
21 request for purposes of satisfying the requirements of Section  
22 1324a(b) of Title 8 of the United States Code, as now or  
23 hereafter amended, more or different documents than are  
24 required under such Section or to refuse to honor documents  
25 tendered that on their face reasonably appear to be genuine.

26           (H) Pregnancy; peace officers and fire fighters. For a

1 public employer to refuse to temporarily transfer a pregnant  
2 female peace officer or pregnant female fire fighter to a less  
3 strenuous or hazardous position for the duration of her  
4 pregnancy if she so requests, with the advice of her physician,  
5 where that transfer can be reasonably accommodated. For the  
6 purposes of this subdivision (H), "peace officer" and "fire  
7 fighter" have the meanings ascribed to those terms in Section 3  
8 of the Illinois Public Labor Relations Act.

9       It is not a civil rights violation for an employer to take  
10 any action that is required by Section 1324a of Title 8 of the  
11 United States Code, as now or hereafter amended.

12 (Source: P.A. 93-217, eff. 1-1-04.)