

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 7-101 as follows:

6 (775 ILCS 5/7-101) (from Ch. 68, par. 7-101)

7 Sec. 7-101. Powers and Duties. In addition to other powers  
8 and duties prescribed in this Act, the Department shall have  
9 the following powers:

10 (A) Rules and Regulations. To adopt, promulgate, amend, and  
11 rescind rules and regulations not inconsistent with the  
12 provisions of this Act pursuant to the Illinois Administrative  
13 Procedure Act.

14 (B) Charges. To issue, receive, investigate, conciliate,  
15 settle, and dismiss charges filed in conformity with this Act.

16 (C) Compulsory Process. To request subpoenas as it deems  
17 necessary for its investigations.

18 (D) Complaints. To file complaints with the Commission in  
19 conformity with this Act.

20 (E) Judicial Enforcement. To seek temporary relief and to  
21 enforce orders of the Commission in conformity with this Act.

22 (F) Equal Employment Opportunities. To take such action as  
23 may be authorized to provide for equal employment opportunities

1 and affirmative action.

2 (G) Recruitment; Research; Public Communication; Advisory  
3 Councils. To engage in such recruitment, research and public  
4 communication and create such advisory councils as may be  
5 authorized to effectuate the purposes of this Act.

6 (H) Coordination with other ~~Federal and Local~~ Agencies. To  
7 coordinate its activities with federal, state, and local  
8 agencies in conformity with this Act.

9 (I) Public Grants; Private Gifts. To accept public grants  
10 and private gifts as may be authorized.

11 (J) Education and Training. To implement a formal and  
12 unbiased program of education and training for all employees  
13 assigned to investigate and conciliate charges under Articles  
14 7A and 7B. The training program shall include the following:

15 (1) substantive and procedural aspects of the  
16 investigation and conciliation positions;

17 (2) current issues in human rights law and practice;

18 (3) lectures by specialists in substantive areas  
19 related to human rights matters;

20 (4) orientation to each operational unit of the  
21 Department and Commission;

22 (5) observation of experienced Department  
23 investigators and attorneys conducting conciliation  
24 conferences, combined with the opportunity to discuss  
25 evidence presented and rulings made;

26 (6) the use of hypothetical cases requiring the

1 Department investigator and conciliation conference  
2 attorney to issue judgments as a means to evaluating  
3 knowledge and writing ability;

4 (7) writing skills;

5 (8) computer skills, including but not limited to word  
6 processing and document management.

7 A formal, unbiased and ongoing professional development  
8 program including, but not limited to, the above-noted areas  
9 shall be implemented to keep Department investigators and  
10 attorneys informed of recent developments and issues and to  
11 assist them in maintaining and enhancing their professional  
12 competence.

13 (Source: P.A. 91-357, eff. 7-29-99.)

14 Section 99. Effective date. This Act takes effect upon  
15 becoming law.