

Harassment and Discrimination Prevention Training

Appendix A

Statutory Citations

Page 2, Purpose and Content

[5 ILCS 430/5-10.5](#), Requirement for training
[775 ILCS 5/2-109](#), Department of Human Rights model training program
[PA 102-0664](#), Public Act 102-0664

Page 6, Overview, Harassment and Discrimination are Prohibited

[775 ILCS 5/](#), Illinois Human Rights Act
[740 ILCS 23/](#), Illinois Civil Rights Act of 2003
[5 ILCS 430/](#), State Officials and Employees Ethics Act

Page 7, Overview, Training is Required

[5 ILCS 430/5-10.5](#), (*see* subsection (a-5)), training is required annually
[5 ILCS 430/5-10.5](#), (*see* subsection (b)), LEC required to publicize names

Page 8, Unlawful Discrimination

[775 ILCS 5/1-103](#), (*see* subsection (Q)), Unlawful discrimination defined

Page 10-13, Protected Classes

[race-color.pdf](#), U.S. Equal Employment Opportunity Commission guidance

Page 14-15, Title VII of the Federal Civil Rights Act of 1964

[Title VII of the Federal Civil Rights Act of 1964](#)

Page 20-28, Illinois Human Rights Act, Civil rights violations

[775 ILCS 5/2-102](#), (*see* subsection (A)), Civil rights violations
[775 ILCS 5/2-102](#), (*see* subsection (A-5)), Language
[775 ILCS 5/2-102](#), (*see* subsections (E) and (E-5)), Religious discrimination
[775 ILCS 5/2-102](#), (*see* subsection (F)), Training and apprenticeship programs
[775 ILCS 5/2-102](#), (*see* subsection (G)), Immigration-related practices
[775 ILCS 5/2-102](#), (*see* subsections (I) and (J)), Reasonable accommodation for pregnancy
[775 ILCS 5/2-103](#), Arrest record
[775 ILCS 5/2-103.1](#), Conviction record

Page 29-30, Harassment

[775 ILCS 5/2-101](#), (*see* subsection (E-1)), Harassment, defined

Page 37, Sexual Harassment Prohibited

[775 ILCS 5/2-102](#), (*see* subsection D), sexual harassment prohibited

Page 38, Sexual Harassment Prevention Training

[775 ILCS 5/2-109](#), training required

Page 40, What is Sexual Harassment

[775 ILCS 5/2-101](#), (*see* subsection (E)), Sexual harassment, defined

Page 81, Retaliation

[5 ILCS 430/15-10](#), State Officials and Employees Ethics Act, Protected activity

[740 ILCS 174/](#), Whistleblower Act, (*see* sections 15, 20, 20.1 and 20.2)

[775 ILCS 5/6-101](#), Illinois Human Rights Act, Additional civil rights violations, retaliation

Page 86-88, Consequences

[740 ILCS 23/](#), Illinois Civil Rights Act of 2003

[5 ILCS 430/](#), State Officials and Employees Ethics Act

[775 ILCS 5/](#), Illinois Human Rights Act