**Section 252.20 Unlawful Employer Practices**

a) *It is unlawful for any employer to take any adverse action against an employee because the employee:*

1) *exercises rights or attempts to exercise rights under the Act;*

2) *opposes practices that the employee believes to be in violation of the Act; or*

3) *supports the exercise of rights of another under the Act.*

b) *Exercising rights under the Act includes:*

1) *filing an action or instituting or causing to be instituted any proceeding under, or related to, the Act;*

2) *providing or agreeing to provide any information in connection with any inquiry or proceeding relating to any right provided under the Act; or*

3) *testifying, or agreeing to testify, in any inquiry or proceeding relating to any right provided under the Act.* [820 ILCS 154/20]