**Section 280.100 Purpose and Scope**

This Part shall apply to complaints arising under the Victims' Economic Security and Safety Act [820 ILCS 180]. The purpose of the Act is:

a) to allowemployees who arevictims *of domestic violence, sexual violence, gender violence, or any other crime of violence, or who* have *a family or household member who is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, gender violence, or any other crime of violence to take unpaid* job-protected *leave if the employee or the employee's family or household member is experiencing an incident of domestic violence, sexual violence, gender violence, or any other crime of violence or to seek medical attention for or to address the incident of domestic violence, sexual violence, gender violence, or any other crime of violence by recovering from physical or psychological injuries; obtaining services from a victim services organization; obtaining counseling; participating in safety planning; temporarily or permanently relocating; seeking legal assistance; preparing for or participating in any legal proceeding related to or derived from domestic violence, sexual violence, gender violence, or any other crime of violence; or taking other actions to ensure the health, safety, or economic security of the employee or employee's family or household member*;

b) to prohibit employers from discriminating against employees who are victims of *domestic violence, sexual violence, gender violence, or any other crime of violence or who* have *a family or household member who is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence.* [820 ILCS 180/20(a)(3)]; and

c) to require employers to provide reasonable accommodations in a timely manner to employees who are victims of domestic violence, sexual violence, gender violence, or any other crime of violence or who have a family or household member who is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence.

(Source: Amended at 46 Ill. Reg. 18530, effective November 2, 2022)