**Section 280.120 Application of the Act**

a) All individuals, regardless of gender, have equal protection under the Act.

b) The Department will investigate a complaint when:

1) The complaint concerns work performed within the State of Illinois, but not when the complaint concerns sporadic work performed in the State of Illinois for an employer located outside of Illinois.

2) The complaint concerns work performed outside the State of Illinois if the specified employer is located within the State of Illinois or the contract for hire was entered into in the State of Illinois, but not when the complaint is filed by an employee whose permanent work station was outside the State of Illinois and who performed a substantial portion of the employee's duties outside the State of Illinois.

c) In any calendar month that an employer is subject to the prescriptions of the Act, including, without limitation, providing leave or reasonable accommodation and prohibitions against discriminatory acts and retaliation against an employee, the employer shall continue to be subject to the Act and this Part for the following 12 months.

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