**Section 320.870 Suspension and Revocation**

*An Equal Pay Registration Certificate for a business may be suspended or revoked by the* Department *when a business*:

a) *fails to make a good faith effort to comply with* the Act, Title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e), the Equal Pay Act of 1963 (29 U.S.C. 206(d)), the Illinois Human Rights Act [775 ILCS 5], the Equal Wage Act [820 ILCS 110], or any other relevant laws.

b) *fails to make a good faith effort to comply with* Section 11 of the Act; *or*

c) has two or more violations of Section 11 of the Act or the statutes identified in subsection (a). [820 ILCS 112/11(e)] For purposes of this subsection, a violation means any final and non-appealable adverse judgment or final and non-appealable administrative ruling entered against the business since the most recent submission to the Department under this Act.

d) As used in this Section, “good faith effort” means demonstrable efforts by the business to promote pay equity and combat employment discrimination, including but not limited to, internal compensation reviews, staff training, adoption of equal opportunity policies, and evidence that such policies were enforced through evaluation, investigation, and personnel action.

(Source: Added at 47 Ill. Reg. 155, effective December 22, 2022)