**Section 325.20 Definitions**

The following definitions shall only apply to this Part.

EPA – the Equal Pay Act of 2003 [820 ILCS 112].

EPA Complaint – an allegation of a violation of the EPA filed with IDOL.

EPA Complainant – a person who files an EPA Complaint or EPA Referred Complaint.

EPA Referred Complaint – an EPA Complaint that is referred to IDHR pursuant to this Part.

EPA Respondent – an employer against whom an EPA Complaint or EPA Referred Complaint has been filed.

IDHR – Illinois Department of Human Rights.

IDHR Charge of Discrimination – a formalized charge of discrimination that satisfies the requirements of IDHR's 56 Ill. Adm. Code 2520.330.

IDOL – Illinois Department of Labor.

IDOL Referral Notice – a Notice from IDOL advising the EPA Complainant and EPA Respondent that:

an EPA Complaint has been received by IDOL and has been referred to IDHR for investigation pursuant to EPA Section 15(d);

IDHR is the State agency responsible for initially investigating the EPA Complaint and that the investigation shall be conducted pursuant to rules and procedures adopted by IDHR;

IDOL retains jurisdiction over the EPA Complaint during IDHR's investigation, but will take no action on the EPA Complaint until IDHR completes its investigation;

IDOL will review IDHR's Investigation Report and any evidence obtained by IDHR and conduct any further investigation, it deems necessary to determine whether a violation of the EPA occurred; and

the EPA Complainant's failure to cooperate with IDHR, including formalizing the IDHR Charge of Discrimination, may result in the dismissal of the EPA Referred Complaint for failure to cooperate.

IHRA − Illinois Human Rights Act [775 ILCS 5].

Party – the EPA Complainant or EPA Respondent.